



Here are some of the top HRIS solutions

helping companies to

make DEI&B part of their company's DNA





HealthBoxHR has customisable recruitment fields, with structured interview capabilities to measure candidates' skills and abilities without bias.



Objective performance evaluations to ensure that everyone is evaluated fairly. The platform can also help identify any systemic biases or disparities in performance evaluations and provide guidance on how to address them.

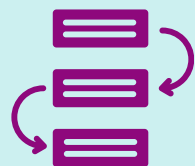


Employee engagement surveys, mental health management and anonymous feedback to identify any issues related to DEI&B within the organization.

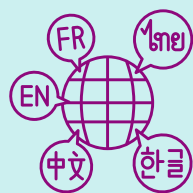


HealthBoxHR ensures organizations comply with DEI&B regulations and standards by providing tools for monitoring and reporting on diversity metrics such as representation, pay equity, and turnover rates.





Build personalised preboarding and onboarding workflows that help new hires get acclimated, learn your culture, and meet their teammates.



The system can be customised and localized for each team member—by language, cultural practices, and relevant regulations



Accurate DEI&B metrics which analyse employee data to identify gaps and bring about change



Software provides an unbiased approach to promotions, career development, retention, and engagement of diverse groups

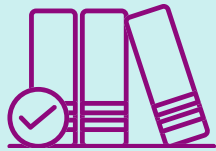


Build an inclusive culture: Create anonymous surveys that ask your people about their experiences at work and establish an open channel of communication.

CERIDIAN



Dayforce DEI Dashboard gives organisations a continuous understanding of employee performance across a range of equity-focused metrics. Gender and ethnic distribution by role let managers set objectives related to equity.



To reduce the impact on bias or career pathing and growth, managers and leaders can empower their employees using Career Explorer, leveraging machine learning to recommend opportunities based on an individual's interests, competencies, and skills match. Once employees identify a path for growth, Career Explorer provides a personalised path with actionable next steps to take to achieve their goals.



Out of the box reports on Gender, age distribution, disability, ethnic origin, nationality as well as being able to create reports on gender identity and preferred pronouns.



Further developments will see the product develop its accessibility i.e., through aria labels, and enabling support for screen readers etc.



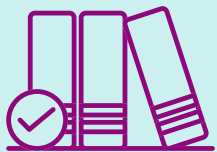
BambooHR has the ability to create unlimited custom data tabs and fields at no charge, as we know how important including the personalized DEI&B information for our employees is



ORACLE



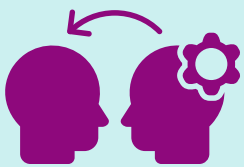
Oracle Cloud applications ties in seamlessly with your D&I strategy to help you see the impact on performance and revenue



Build learning paths that connect both managers and employees to training focused on; managing and including diverse populations, uncovering unconscious bias and embracing difference



Source diverse candidate pools using built-in tools for CRM recruiting campaigns and personalised job sites. Leverage AI driven recommendations to focus on qualifications and skills. blind application interview process.



Provide employees the opportunity to join a mentor programme. Encourage mentees to find the mentor who can help them build skills and their network. Support team building and connection through community service. Make it easy to suggest volunteering projects and invite others.



Specialist digital DEI learning and guidance content to support employee and management education



Ability to deploy policies, procedures, and guidance to employees in respect of organisational DEI obligations and commitments



Employee sentiment and internal NPS surveys to support mental health and identification of DEI issues



Flexible and configurable performance/talent management facilities to support objective employee assessment and development