

DIVERSITY AND INCLUSION IN THE TECHNICAL HIRING PROCESS



CodinGame has set out to do something mighty: transform the technical hiring process so **every candidate** can truly showcase their skills and every company can make the best possible hires.

When we say “every candidate,” we mean it. Every single one.

It’s not about surfacing just the Stanford engineering grads or the MIT data scientists (*those who are trained to nail interviews.*) It’s about ensuring that companies can see and embrace amazing talent that comes from all walks of life and all educational backgrounds: from private colleges to coding bootcamps, from state schools to on-the-job training. Because this talent helps companies better create an inclusive and representative workforce that as research has exhaustively demonstrated, ultimately builds and delivers more value to customers and the bottom line.

So how can you design a better hiring process - one that is inclusive and helps you to achieve your DEI goals? **Partner with CodinGame today to get started** and check out our recommended tips and best practices below.



Step One: Source Broadly

- Spread the word about job openings broadly, expanding well beyond [‘traditional’ recruiting channels](#)
- Be intentional about posting opportunities to networks that serve diverse candidates - and think beyond traditional job boards and more towards communities where people are gathering
- Ensure funding is made available to raise awareness of job openings on these networks - for postings, hackathons, donations, webinars, etc.
- Remember that relying too heavily on employee referrals may impede DEI goals as people tend to refer candidates similar to them



Step Two: Assess On-the-job Skills

- Structure the hiring process to begin with a [CodinGame Assessment](#)
- It is critical to allow every candidate to complete these short, asynchronous skills assessments before you conduct a formal application review or resume screen. This will avoid introducing bias at the very beginning of the hiring process and open your job up to a wider pool of applicants - not only those you know will pass with flying colors
 - Your team also has the option to anonymize these assessments so you don't see the candidate's PII and instead evaluate only their skills



Step Three: Interview Inclusively

- Create an inclusive interview process for all candidates who pass the skills assessment
- Schedule a [phone call](#) vs. video call as a first step - requiring the interviewer to focus solely on the candidate's substance vs. background, race, demeanor, etc.
- Next, schedule a CoderPad [live interview](#) where your candidates and you will have the opportunity to code together in a realistic IDE
- Be sure to ask questions that are relevant to the skills required for the role vs. knowledge of your company's specific product and market
 - Note: if you sell a luxury product, for example, then assuming all candidates have had exposure to it immediately creates bias
- Standardize questions and calibrate evaluation rubrics so all candidates for a particular role are held to the same standard

- Create space for candidates to think during interviews without being watched - not everyone performs the same under pressure
 - To solve for this, CoderPad has a feature called [‘Focus Time’](#) that pauses video and audio and gives candidates 5 minutes of quiet time to help with this
- Ensure hiring panels include and represent diverse employees, being sure to recognize and reward employees who spend time to do interviewing
- Avoid traditional [whiteboard interviews](#) at all costs - they are [proven to exclude](#)



Step Four: Evaluate and Evolve Your Process

- Ask for feedback on your interview process from objective 3rd parties, diverse employees, candidates who experience the process, etc.
- Measure your throughput at each step of the process to see where candidates of various backgrounds or diversity metrics fall off
- Be open to changing your process - even when it takes effort and money to do so



Step Five: Invest in a Robust Onboarding and Engagement Plan

- Identify ways to welcome new hires as they begin and to continually engage them as they grow in their career at the company
- Don't make DEI hires conduct all the interviews going forward to “demonstrate” your diversity - as this puts unfair burden on those employees who are already stretched to do interviews plus work

Ultimately, we need to move away from a technical hiring process that prioritizes a candidate's ability to answer esoteric CS 101 questions over on-the-job skills and measures prep time over ability. Now is the time to rethink your technical hiring process. Doing so will help your company stand out as an attractive and inclusive place to work.

- ✓ Empower your teams to hire based on skills
- ✓ Create an environment that proactively roots out unconscious bias
- ✓ Make the tech world a more inclusive place to work

Contact us today to learn more