



# THE DIVERSITY IMPERATIVE

## LIVING OUR VALUES - HELPING YOU LIVE YOURS

### ABOUT YOH

As part of our parent company, Day & Zimmermann, Yoh shares Diversity as a core value. Since 1940 we have been working with our clients on finding the best available talent for their projects and needs. Studies continue to show that companies embracing diversity, inclusion and belonging will win in the marketplace. Our strategy is centered on the attraction, development and retention of employees representing all dimensions of diversity to create a culture of inclusion and belonging where respect, dignity and collaboration drive innovative solutions for our clients. Through our employee resource groups, diversity training, community involvement, diversity recruiting partnerships and an executive oversight board chaired by Day & Zimmermann Chair and CEO Hal Yoh, we live the corporate diversity value every day.

### WHY WE ARE SUCCESSFUL:

#### OUR PARTNERSHIPS

- Diversity Project – As a founding member of the Diversity Project NA (North America) since 2018 and the only staffing partner, Yoh has worked collaboratively with 29 financial services firms to strive for measurable change for the investment industry as a whole. [NICSA Website](#).
- We partner with organizations that have access to diverse tech talent. Whether it's our Employee Resource Groups, our sales people building relationships with organizations that provide access to talent, or our recruiters keeping an eye on the talent landscape and where the best talent connects, we have demonstrated our success in customizing our partnerships to meet client needs.

#### OUR PEOPLE

- Diversity has long been one of Yoh's four core values, both internally and in support of our clients. Not only are many of our recruiters diversity certified, but we also work hard to have a diverse recruiting team that can uniquely access underrepresented talent. **Diversity, Inclusion and Belonging (DIB's)** have been embedded into our internal hiring, development, retention and supplier diversity practices, and our Yoh culture of respect, and collaboration extends to our clients.

#### OUR TALENT

- With over 2.5 million candidates in our ATS from varying backgrounds across the US, we have been able to successfully access and identify the right talent to meet our clients' needs.

### OPENING DOORS TO TEAMWORK AND COLLABORATION



To further help us achieve our diversity goals, we have embraced the concepts in the book written by Day & Zimmermann Board of Advisors member, Frederick A. Miller and consultant, Judith H. Katz: *Opening Doors to Teamwork & Collaboration: 4 Keys That Change Everything*.



# SUCCESSSES & OUTCOMES

## MAKING A DIFFERENCE

**Large Media Company:** Yoh is currently helping drive diversity for a media company in the Northeast. Our company was engaged to develop a strategy to help our client identify diverse talent for their Digital and Technical teams. Working with our client's HR Department and D&I Leadership team, Yoh has successfully implemented a diversity hiring strategy. Yoh has helped our client hire top talent for their project consulting openings while increasing diversity and overall productivity of their teams. We significantly increased the talent pool of underrepresented candidates

**Multinational Financial Services Company:** Yoh is engaged on a strategic initiative with a financial company to help increase diversity on their tech teams. Our customer wanted their internal IT teams to represent the same diversity of their customer base where all points of view were included and have a voice. Yoh was hired as a staffing partner to identify underrepresented candidates for their Salesforce teams across the company. A significant number of hires were underrepresented candidates

**Global Asset Management Firm:** Since 2015, Yoh has worked with a financial client on supporting their commitment to D&I and have filled more than 100 roles with underrepresented talent across all disciplines including IT, Operations, HR, and Finance. In addition, the client has embraced our practice of starting every meeting with a diversity message and this has been in place on supplier calls for over the past two years further raising awareness of the importance that D&I has to the firm and changing the lens by which the recruiters are searching for candidates.

**Nonprofit Organization:** Since 2015, Yoh has partnered with a large nonprofit organization supporting underrepresented youth on a local level. We assist with co-ops, mentoring, resume review and coaching their students. Our client has also partnered with this organization, and as a result we are able to transition the interns to work as our consultants at the end of their co-op assignment.

**Support for Our Hero Veterans:** Yoh engaged with a Fortune 500 software company to register US Veterans for re-training and education courses that would result in individuals qualifying for careers with the client in their IT space and their respective business partners. This project spanned more than four years and we placed over 800 veterans in this program.



## PARTNERING FOR SUCCESS

YOH STRIVES TO ENSURE THAT OUR CLIENT'S DIB'S GOALS ARE MET AND EXCEEDED BY FOLLOWING THE RECOMMENDATIONS BELOW:

- Create or reconfirm client's commitment and strategy supporting Diversity, Inclusion and Belonging (DIB's)
- Educate the organization on the differences between DIB's and how they impact the firm
- Identify opportunities to increase applicant diversity by division, team and function
- Establish and internally communicate realistic diversity headcount progress
- Provide change management tools and resources to ensure success
- Apply the Total Talent Management approach when hiring
- Leverage our partnerships with organizations and establish new ones that will assist with increasing diversity in applicants
- Post jobs and review and respond to all submissions
- Review the inclusiveness of the hiring lifecycle (job description, recruitment, interview team, training)
- Successful onboarding to emphasize the inclusive culture and fostering belonging
- Seek feedback to understand progress and impact that this commitment to DIB has made



BASED ON THE ABOVE APPROACH OUR CLIENTS HAVE REALIZED HOW TO LEVERAGE DIVERSITY TO:

- Achieve representation that more closely mirrors the makeup of the larger population
- Empower teams to be more efficient and innovative in meeting deliverables and driving profitability
- Increase in retention and morale