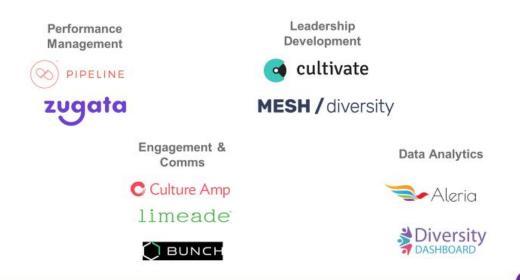# DIVERSITY & INCLUSION TECH REVIEW

We've put together a list of Diversity & Inclusion technology that you can put to use through the entire employee lifecycle.

DIVERSITY & INCLUSION TECH REVIEW

Attraction & Resourcing

- textio
- applied
- greenhouse
- BLENDOOR MERIT-BASED MATCHING
- Hire*Vue
- headstart

Learning & Development

- allie
- STRIVR
- BeingVR
- CHRONUS Unleash the Power of Mentoring
- LEVO
- Landit

DIVERSITY & INCLUSION TECH REVIEW

Performance Management

- PIPELINE
- zugata

Leadership Development

- cultivate
- MESH / diversity

Engagement & Comms

- Culture Amp
- limeade
- BUNCH

Data Analytics

- Aleria
- Diversity DASHBOARD

A brief description of each:

ATTRACTION & RESOURCING:

- **Textio:** It is an augmented writing tool which means it can predict the results you'll get as you write your job description based on real-time data it collects through its AI system. It suggests alternative, more inclusive words for job descriptions.

- **Applied:** It is another tool that informs you of the gender codes within your job description. It allows you to copy and paste or type in your job description so that their system can detect gender coding.

- **Greenhouse**: Takes a different approach and includes "nudges" within its software to heighten recruiters' and hiring managers' awareness of potential bias, but the software does not suggest content changes.

- **Blendoor:** Sources diverse candidates through "blind" resumes or profiles by removing names, photos, nationality, education or other details that could be used to identify the person. It also highlights data that it believes are relevant, given the specific job.

- **HireVue**: Provides a platform for video interview, video assessment and gamebased candidate assessment.

- **Headstart**: A candidate management platform that leverages data, AI, machine learning, and automation to predict strong candidate/job fit, irrespective of ethnicity, sexual preference, or gender. Headstart's platform maps the clients' organizational culture and predictors of high performance and develops machine learning models based on these signals. It then adds external contextual data and ranks candidates based on role and culture, attempting to do so in an unbiased manner.

LEARNING & DEVELOPMENT:

- **Strivr**: A platform using virtual reality training to help people better understand the experience of people with different backgrounds, experiences, and identities, or how to best respond to specific situations (e.g., microaggressions, sexual harassment).

- **Allie:** Allie uses a chatbot to offers diversity and inclusion assessments and micro-training within Slack in an attempt to interrupt bias. The tool allows users to measure efficacy, knowledge retention, and impact.

- **Being VR:** Uses digital storytelling to immerse people in realistic scenarios and help them transform workplace behavior. During the virtual reality (VR) training experience, the user is directed to recognize (by tapping the action button on the headset) when they witness

bias while watching a virtual team meeting unfold. The user then learns to call-out offensive comments when encountered in the real world.

- **Chronus**: Offers management software for company mentoring programs with search and matching capabilities, including specific diversity mentoring and matching feature.

- **Levo:** Enabling diverse talent to organically find mentors via networking, Levo offers a career mentorship platform, weighted toward women.

- **Landit:** Offers personalized career pathing and development, executive coaching, and targeted skill development for diverse individuals.

PERFORMANCE MANAGEMENT:

- **Pipeline:** Offers organizations capabilities to analyse written performance review feedback for bias. Pipeline offers two features: first, it uses natural language processing to identify where bias might exist within feedback language in individual performance reviews and, second, it flags if the overall language in the review does not match the performance rating and suggests changes to either the rating or the language.

- **Zugata** (acquired by CultureAmp): A performance management system built for performance evaluation and development, that helps companies find and decrease bias in their performance feedback. Zugata* identifies gender bias by looking at how men give men and women feedback, and how women give women and men feedback.

LEADERSHIP DEVELOPMENT:

- **Cultivate:** Cultivate uses digital communications and data to coach managers to lead more effectively. It provides an enterprise platform measuring digital bias and engagement across email and chat platforms using AI technologies, statistical models and natural language processing.

- **MESH diversity:** Allows clients to build and measure inclusivity, manage unconscious bias, and understand and identify power dynamics.

ENGAGEMENT & COMMS:

- **CultureAmp:** Allows customization of questions on its employee experience platform to focus on diversity, inclusion, and intersectionality within organizations.

- **Limeade**: Offers Inclusion+ product which includes a survey that measures employee perception, a data dashboard, and recommended leader, manager, and employee activities and communication tools.

- **Bunch.ai:** Analyzes Slack communications for impact on culture—including diversity and inclusion.

DATA ANALYTICS:

- **Aleria:** Uses complexity science and agent-based modeling to assess the experience of diverse talent in the organization and the impact of specific D&I activities on business outcomes.

- **Diversity Dashboard:** Tracks and quantifies diversity activities, measuring results and reporting on ROI.