

DEEPEN YOUR DEI

# Talent Solutions for Inclusive and Thriving Businesses



## THE PROBLEM

Millions of job openings are currently going unfilled in the United States. By 2030, U.S. employers will need to fill an additional 11.9 million new job openings, and **hiring qualified talent is only getting harder**. At the same time, requirements like **strict background checks and four-year degrees exclude 30% of U.S. adults and nearly 70% of people of color**. It doesn't have to be this way.

## ABOUT INCLUSION ACTION LAB

The Inclusion Action Lab works with companies to grow their talent pipelines and create inclusive workplaces that promote business and employee performance.

By tapping into Cara Collective's experience with 8,000+ job seekers and 100+ companies, this exclusive cohort provides employers with tactical strategies they can take to tap into new talent pools and impact the communities hardest hit by poverty.



## WHAT YOU'LL GAIN

Business leaders that join the Inclusion Action Lab will increase their company's capacity to:



**EXPAND THEIR TALENT PIPELINE**  
by discovering how they can better define and market open roles to attract a wider talent pool



**HIRE MORE INCLUSIVELY**  
by reducing barriers for candidates and assessing transferable skills across the hiring process



**REDUCE TURNOVER**  
by strengthening onboarding and manager relationships to better support employee success



**PROMOTE TALENT MOBILITY**  
by developing a culture where employees can thrive and creating pathways for them to grow

## WHAT YOU'LL EXPERIENCE

The Inclusion Action Lab provides a space where inclusive-minded leaders can meaningfully partner with their teams and leaders at other companies to drive transformational talent practices.

### 1 CULTIVATE

**Inspire Your Inclusive Talent Strategies**  
Discover job seeker-informed recruitment and retention practices and **workshop inclusive strategies** with your team.

### 2 CREATE

**Launch an Inclusive Pilot**  
Drill down on the talent practices that align with the metrics that matter to your company and **design a pilot** to activate them.

### 3 CONNECT

**Join an Inclusive Employer Network**  
Deploy your pilot and **stay connected with other companies** for ongoing peer learning, support, and accountability.

## WHAT YOU'LL LEARN

### SOURCING & HIRING PRACTICES

#### **Creating the Right Opportunity**

Evaluate essential job requirements for entry-level roles and identify barriers for job seekers

#### **Reaching the Right People**

Craft job descriptions that attract diverse candidates and source talent from new pipelines

#### **Using the Right Criteria**

Understand and address implicit bias in the hiring process and use transferable skills to find more qualified talent

### RETENTION & ADVANCEMENT PRACTICES

#### **Setting Employees Up for Success**

Examine job quality for entry-level roles and structure onboarding to promote employee success

#### **Setting Managers Up for Success**

Create training and incentives for managers to support employees with barriers beyond the workplace

#### **Setting the Organization Up for Success**

Cultivate a culture of belonging and opportunities for employees to build long-term careers at your company

**“IT HAS BEEN ONE OF THE MOST APPLICABLE AND VALUABLE TRAINING AND IDEA-SHARING SESSIONS THAT I HAVE ATTENDED IN MANY YEARS.**

MONICA COUILARD  
US Head of Talent Acquisition, Aon



## WHO SHOULD ATTEND

The Inclusion Action Lab is designed for businesses that have identified opportunities in their hiring or retention practices and are ready to move to action.



**Company Profile:** Companies with at least one entry-level role that does not require pre-existing industry specialization are best suited to take advantage of this cohort.



**Attendee Profile:** Companies should select two to four team members to represent their business, including but not limited to c-suite executives, business unit leaders, heads of HR, and DEI champions. To maximize the experience, we require at least one decision maker who can influence practices at a team level.

“THE INCLUSION ACTION LAB IS AN EYE-OPENING PROGRAM THAT HELPS INDIVIDUALS REALIZE GAPS IN PROCESSES, POLICIES, AND PRACTICES ACROSS ALL ORGANIZATIONS.

ANESSA RUSSO  
People Strategy, Human Resources, IAA

## THE COMMITMENT

The cohort will convene monthly for **six half-day sessions**. Since this is a highly interactive experience, attendance at all sessions is required.

REGISTRATION DEADLINE	LAUNCH	COHORT DATES
FRIDAY JULY 15	FRIDAY SEPTEMBER 9	FRIDAY, SEPTEMBER 9      FRIDAY, DECEMBER 2 FRIDAY, OCTOBER 7      FRIDAY, JANUARY 6 FRIDAY, NOVEMBER 4      FRIDAY, FEBRUARY 3

## PRICING

The price to participate, which includes registration for up to four attendees, is

**\$4,995**

PER COMPANY



## OUR RESULTS



**92%**

OF ATTENDEES IDENTIFIED SHIFTS  
they could make to job requirements, policies,  
or language to attract new talent pools



**100+**

MORE PEOPLE HIRED ANNUALLY  
at one global firm, based on shifts they  
made to their entry requirements

## OUR CLIENTS INCLUDE



## ABOUT CARA COLLECTIVE

Cara Collective is a workforce development organization based in Chicago that runs trainings and social enterprises that help people most affected by poverty get back to work. Through our four entities – Cara, Cleanslate, Cara Connects,

and Cara Plus – we work with job seekers, employers, and organizations to fuel a courageous national movement to eradicate relational and financial poverty.  
[Learn more at www.caracollective.org](http://www.caracollective.org)