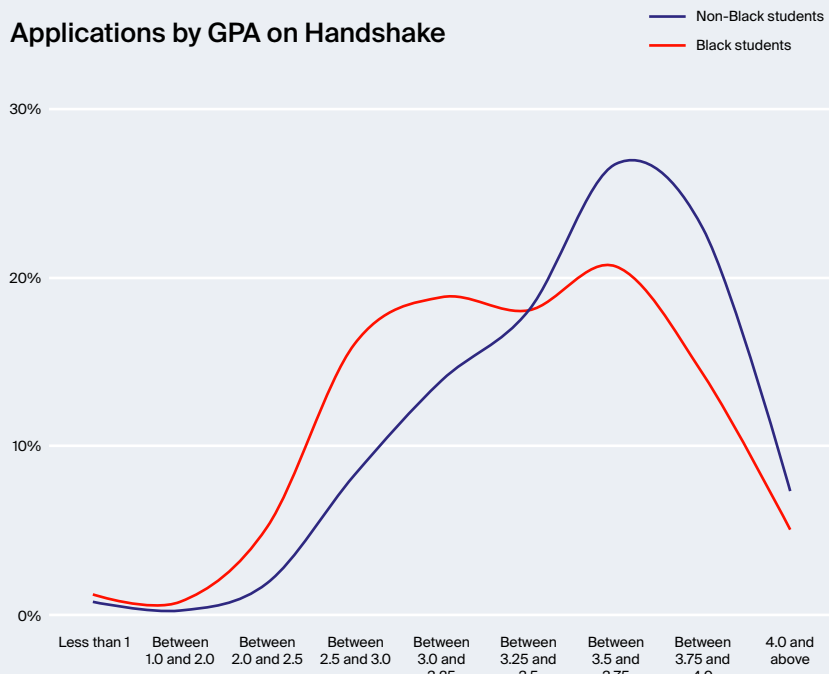


EARLY TALENT, EARLY INSIGHTS

# 3 Hiring Practices that Disadvantage Black Talent

## 01 GPA requirements reduce a large percentage of Black students from your applicant pool

Applications by GPA on Handshake



### Applications submitted with above a 3.5 GPA\*

Non-Black students  
**57%**



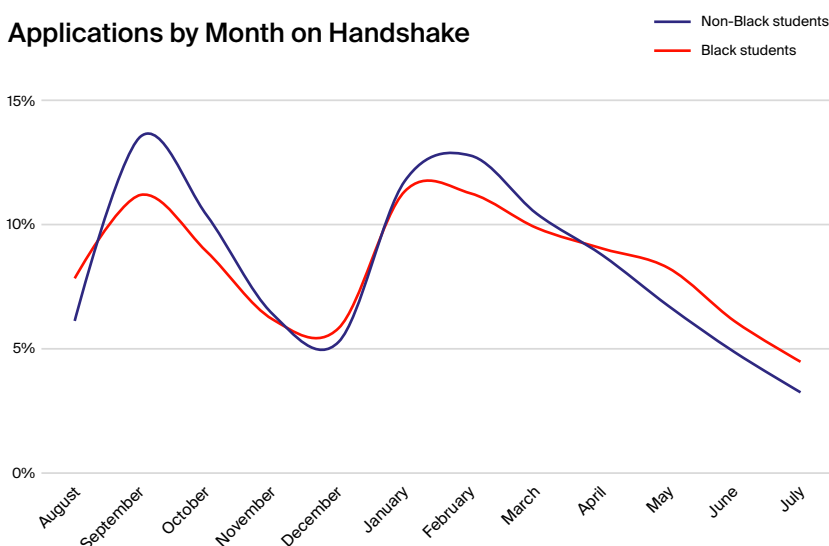
Black students  
**40%**



\* of students that have submitted applications on Handshake in the past year

## 02 Recruit year-round to open the door for busy Black candidates to complete applications on their own time

Applications by Month on Handshake



**60%**

of Black student applications were submitted during the peak fall and spring recruiting seasons\*

**66%**

of non-Black students applications were submitted during the peak fall and spring recruiting seasons\*

## 03 Clarify compensation and reduce documentation beyond a resume to increase applications from Black students



**13% more** applications from Black students when annual salary is disclosed in the role description\*



**36% more** applications from Black students when relocation assistance is available\*



**2.5x more** applications from Black students are blocked when additional documentation beyond a resume is required (e.g. cover letters, transcripts)\*

\* of students that have submitted applications on Handshake in the past year