3 Hiring Practices that Disadvantage Black Talent

**EARLY TALENT, EARLY INSIGHTS**

Applications by GPA on Handshake

- **Non-Black students**: 57%
- **Black students**: 40%

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

Hiring Practices that Disadvantage Black Talent

**Applications submitted with above a 3.5 GPA**

- **Non-Black students**: 66%
- **Black students**: 36%

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

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

- **60%** of Black student applications were submitted during the peak fall and spring recruiting seasons*
- **66%** of non-Black student applications were submitted during the peak fall and spring recruiting seasons*

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

LEARN MORE AT JOINHANDSHAKE.COM/EMPLOYERS