Examples from other organisations

Diversity in recruitment – "Screening in"

Microsoft

- Focus on **skills hiring rather than academia/ degrees**; recruitment is based on potential – 'Screening In'

- Screening In encourages hiring managers to explore how a wider range of skills, competencies, and behaviours applies to a role, and **recognises a candidate's eagerness to continually learn and grow**.

- This not only enables diversity in gender, religion, race etc (protected characteristics) but also **diversity of thought**.