



DEIB Resource Library

(Our handpicked resources to help you develop and promote Diversity, Equity, Inclusion & Belonging within your organization and its recruitment processes)

+25%

Companies with higher gender diversity on their executive teams are +25% are more likely to financially outperform their peers.

(McKinsey & Company)

Introduction

Employing a diverse workforce has innumerable benefits. Companies that have found a way to attract, hire and retain diverse employees immediately see the benefits to their teams, culture, innovation, and bottom line.

Panther developed this Resource guide to give you a starting point for your Diversity Recruitment Strategy and to provide extra resources to develop deep and effective recruitment practices.

We hope this add value to you and your company!

This is an excellent summary of what Diversity, Equity and Inclusion means and its impact on business.

(Data from McKinsey & Company)

[Get Resource](#)

+36%

Companies with higher ethnic diversity on their executive teams are +36% more likely to financially outperform their peers.

(McKinsey & Company)

Checklists

Identify Gaps in Your Organization
[Berkeley]

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Real Deal Diversity, Equity & Inclusion
[Breezy]

[Get Resource](#)

Checklist for Interviewing/Hiring Committees
[University of Washington - Human Resources]

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Diversity & Inclusion Checklist
[Glassdoor]

[Get Resource](#)

The Ins and Outs of Reasonable Accommodations

[Get Resource](#)

A Checklist for Inclusive Hiring

[Get Resource](#)



How would you define your company's efforts in terms of diversity?

- Diversity Leaders
- Fast Movers
- Resting on Laurels
- Moderate Movers
- Laggards

(McKinsey & Company)

Strategy Building

**6 Steps to Build a Successful DE&I Strategy
From Scratch [Forbes]**

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**DEI Strategic Planning Toolkit
[University of Michigan]**

[Get Resource](#)

**Inclusive Excellence Self-Guided Toolkit
[Harvard]**

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**Inclusive Excellence Self-Guided Toolkit
[Berkeley]**

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DEIB Strategy and Statement Examples

FDIC 2021-23 Strategic Plan

[Get Resource](#)

USAA

[Get Resource](#)

Kansas State University

[Get Resource](#)

Emory University Dept. of Medicine

[Get Resource](#)



Reading Resources

Creating a Culture of Belonging Through Your DEIB Practices

[READ](#)

Getting Started on Diversity, Equity, Inclusion & Belonging (DEIB) Strategy

[READ](#)

Rewiring The Workplace Mindset of Diversity, Equity, Inclusion and Belonging

[READ](#)

How to Put DEIB as the Center of Your Recruitment Strategy

[READ](#)

Empowering DEIB Strategies With Recruiting Analytics

[READ](#)

Make This Checklist Your DE&I Launching Point

[READ](#)

How to Include Workers with Disabilities in your DEI Initiatives

[READ](#)



Our Resources

Founded on Diversity (Our Story)

[READ](#)

What Does the Equitable Workplace of the Future Look Like?

[READ](#)

5 Initial Steps for Developing a Diversity, Equity, and Inclusion Strategy

[READ](#)

Great Examples of What Equity Looks Like in Today's Workplace

[READ](#)

Our Diversity Mission and Commitment

[READ](#)



Why Do Companies Across the Nation Choose The Panther Group?

With three decades of experience as experts in human capital, Panther provides superior service delivery for our clients, including strategies to adapt in all hiring environments, in local and national markets.

We specialize in these industries:

- Professional
- Federal
- Engineering
- Accounting & Finance
- Life Sciences
- Information Technology



Diversity Is at the Core of Our Mission

The strongest workforce is one built on a foundation of Diversity, Equity, Inclusion and Belonging. The Panther Group works closely with employers to develop a proactive Diversity Recruitment Strategy to help ensure you cast a wide net to find the best possible candidates for each open role. While many companies hire for fit to the exclusion of divergent thought, we help you recruit candidates with fresh ideas, unique life experiences, and varying perspectives



Our Services

Panther provides a wide range of professional staffing services and customizable recruiting and workforce solutions, including:

- Temporary Staffing
- Contract Staffing
- Contract-to-Hire
- Direct Hire
- Executive Search
- Managed Service Provider
- Vendor-on-Premise
- Recruitment Process Outsourcing
- Payrolling

Start the Conversation Today:

Call: [855-899-JOBS \(5627\)](tel:855-899-JOBS)

Inquire: www.ThePantherGroup.com

[Contact Us](#)

- Access to a network of highly qualified candidates.
- 30 years of staffing service experience.
- Single point of contact, no matter the vertical.
- Diverse, minority-owned and certified company.