3 Popular Systems to Help You Prioritize Diversity Recruiting

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In a survey run by Software Advice this August, 52% of HR leaders said their employers currently have diversity hiring quotas. **Another 42% stated that their employers plan to implement diversity hiring quotas.** This means nearly all of the respondents that participated in our survey see building a diverse workforce as a priority for their business.

But hiring solely based on diversity traits is a big no-no in the eyes of the Equal Employment Opportunity Commission (EEOC), without even mentioning how terrible of an idea it is to skip over qualified candidates. Luckily, recruiting software is built with features that can help you build a diverse workforce in the right way.

This guide highlights three popular recruiting tools. Each one offers a core set of functionalities: candidate management, interaction tracking, interview management, and job posting, along with additional features specifically designed to help you build a diverse workforce.

3 Popular Systems to Help You Prioritize Diversity Recruiting

Hiretual
★★★★★
4.75/5 80+ Reviews

SeekOut
★★★★⯪
4.6/5 80+ Reviews

Vervoe
★★★★⯪
4.53/5 50+ Reviews

Hiretual

Hiretual is a cloud-based recruiting solution that's used across a variety of industries such as ecommerce, construction, hotel, media, and entertainment.

One notable feature of Hiretual's platform is its AI-based candidate sourcing functionality, which uses filters to scan available online databases for candidates that meet your hiring criteria. Recruiters can create these filters themselves and though they might choose to filter for certain genders or ethnicities, they can also use them to identify candidates with other relevant criteria such as certifications or skills.

Pricing: Hiretual offers a free plan with basic features that's ideal for businesses that want to try out their tool. Hiretual offers three paid plans, starting with the premium plan at $79 per month.

Notable features include:

✔️ AI-based sourcing
✔️ Candidate management
✔️ Performance tracking

Hiretual (cont.)

An email template with guided steps for outreach in *Hiretual* (*Source*)

SeekOut

SeekOut is a cloud-based talent sourcing solution that helps businesses of all sizes source and recruit candidates. SeekOut is built to help businesses' diversity recruiting efforts. For instance, their sourcing functionality offers the ability to parse candidates with diversity filters.

They also aim to reduce unconscious biases with blind hiring mode. Blind hiring mode anonymizes candidates by redacting information that could reveal their gender, race, or ethnicity. This is so your recruiters and hiring managers can focus on making decisions based on candidates' experience and skills.

Pricing: The starting price for SeekOut isn't publicly available, but there are three different plans advertised on their website: premium, premium tech, and SeekOut expert. They do offer a free demo.

Notable features include:

- ✔️ Access to 500+ million candidate profiles
- ✔️ AI candidate search/candidate matching
- ✔️ Talent analytics
- ✔️ Diversity sourcing

SeekOut (cont.)
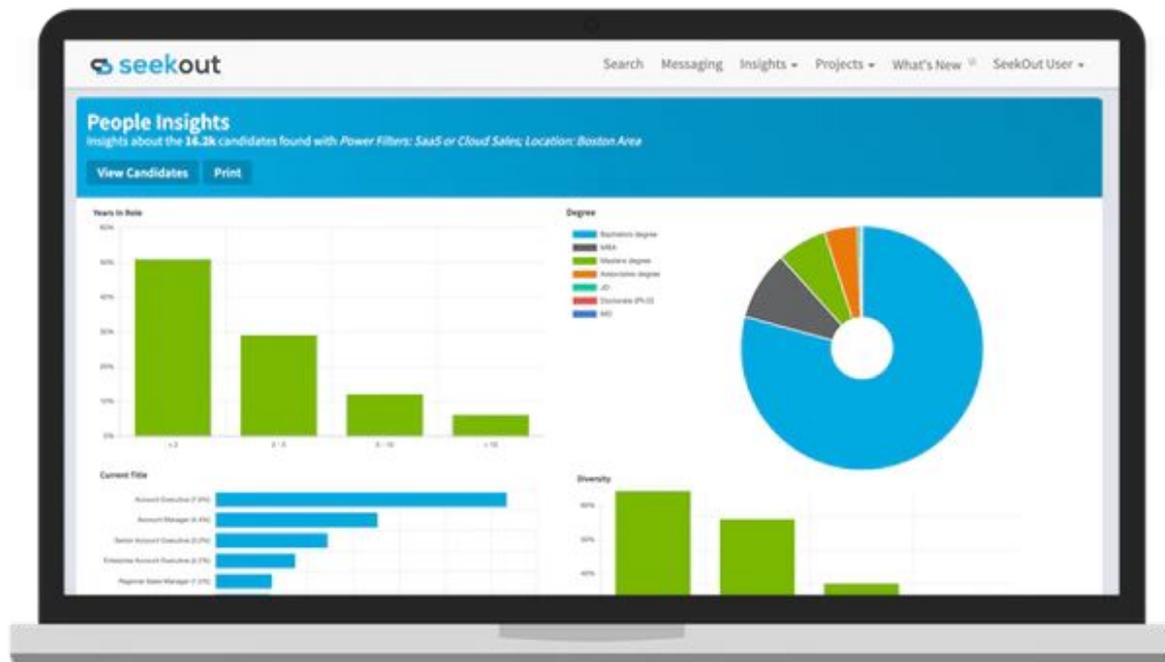
Dashboard with candidate analytics in SeekOut (Source)

Vervoe

Vervoe is a recruitment management solution that helps businesses of all sizes source, screen, and interview candidates. Vervoe comes with an assessment library that helps recruiters create skills-based screening tests. These assessments can feature text, multiple-choice questions, videos, and on-the-job task simulations that evaluate job-specific technical or soft skills.

As far as diversity recruiting purposes go, Vervoe's assessment feature offers the option to redact personal information (such as name, college, and address) from a candidate's profile so that hiring managers make decisions based only on the test results.

Pricing: Vervoe's pricing starts at $79 per month (billed annually) for their starter plan. They offer two more tiers: professional and enterprise. Vervoe also offers a free trial.

Notable features include:

✔️ Customizable content
✔️ Template library
✔️ Branded assessments
✔️ Automatic ranking of candidates

Vervoe (cont.)

*Test applicants' programming ability in Vervoe (*Source*)*

Next steps

The software selection process can be long and difficult, and these are just three of many different recruiting solutions to choose from.

In order to make the best decision for your business, list out the software functionalities that align with your specific business needs and make a shortlist of vendors that offer those functionalities.

Hold demo meetings with vendors on your shortlist, and take your time making a final decision in order to avoid making a costly mistake.

If you need help choosing HR software, you can speak with one of our advisors. Advisors provide free, personalized software recommendations, helping companies of all sizes find products that meet their business needs.

Methodology

To identify the products featured in this article, we used the following methodology:

We searched for "diversity recruiting software" in Google's incognito mode and gave preference to products that ranked higher in the SERP rankings. We judged these products on the criteria mentioned below:

- The tools advertised functionalities designed for diversity recruiting.
- The tools had to have a user rating of 4.5 or higher (out of 5) on Software Advice and 50 or more user reviews (information accessed on September 22, 2020).
- The tools had to offer all the core features of recruiting software. Core features include candidate management, interaction tracking, interview management, and job posting.

Products are listed in alphabetical order.

Disclaimer: The content in this piece provides the opinions and points of view expressed by users. It does not represent the views of Software Advice.

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