



Leveraging Technology to Support DEIB

Boulder Chamber | Leading Change

MEET OUR PRESENTERS



Jenny Holm

Senior HCM Consultant



Yira Coleman

Director of Channel Partnerships



Jennifer Conway

Senior HR Consultant

How we will spend our time together today?



WHO IS COASTAL PAYROLL?

HOW IT'S GOING...



WHO IS COASTAL PAYROLL?



THE CASE FOR HRIS TECHNOLOGY

1.7

Companies that actively track and measure diversity data through HRIS are **1.7 times more likely to have diverse representation in leadership roles**

60%

of companies that use HRIS to track candidate diversity data see a more diverse pipeline

70%

of organizations report that DEIB-focused analytics in their HRIS help identify and mitigate gender and racial pay disparities.

FROM HIRE TO RETIRE

Modern HCM technology capabilities.

Talent Acquisition

Attract & Hire

Simplify recruiting for a better experience
Find the right candidates to move your business forward

Onboard & Develop

Streamline onboarding and reduce compliance worries

HR & Payroll

HR

Easily access the data and reporting you need
Save time with automated processes

Benefits

Enable self-service for open enrollment
Remain in compliance with the latest regulations

Payroll

Process payroll in just a few steps
Offer employees self service

Workforce Management

Time & Labor Management

Accurately track employee time and attendance

Scheduling

Create, update, and communicate schedules

Expense

Seamlessly track, manage, and analyze employee expenses

Talent Management

Share & Perform

Engage your employees, collaborate, and track goals more easily

Learn & Grow

Nurture and grow your team with a huge library of training

Compensation Management

Plan, manage, and execute merit increases, bonuses, and more

Giving & Volunteering

Connect to charities for monetary and time donations

RECRUITMENT & APPLICANT TRACKING

Talent Acquisition

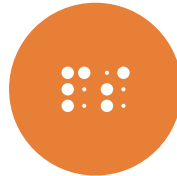
HR & Payroll

Workforce Management

Talent Management



Reduce unconscious bias in recruitment



Blind candidate matching tools



Create inclusive job descriptions
– job authoring tool



Structured interviews

Talent Acquisition

HR & Payroll

Workforce Management

Talent Management



Reduce unconscious bias in recruitment.

- Applicant Tracking System to mitigate bias
- Standardize data and screening processes



Blind candidate matching tools.

- Removing personal identifiers
- Keywords and skills matching
- Scoring and ranking



isolved

500upe@applicant-test.com (Email Preferred) (882) 414-0517
789 Airline Avenue Skyville, CA 90001 USA

Summary Resume

Very high job match score
A very high candidate match indicates Alex has relevant experience and very strong

Skills Analysis

Top matched skills

- Content Marketing
- Digital Marketing
- Marketing Communications
- Marketing
- Social Media
- Marketing Materials

Top skills to grow

- Social Media Management
- TikTok
- Content Development
- Brochures
- Social Media Marketing
- Newsletters

Most Recent Jobs

Marketing Specialist AeroTech Aviation Solutions Mar 2019 - Present 4 years, 8 months	Marketing Coordinator TechWiz Software Jul 2017 - Feb 2019 1 year, 7 months	Marketing Assistant SkyHigh Hotel Group Jan 2016 - Jun 2017 1 year, 5 months
---	---	--

Dashboard
Applicants
Jobs
Reports
Inbox
Add
Marketplace

All Department
Marketing Guru - 1039493
All Application Statuses
Active Qualified
19-Aug-2023 17-Nov-2023
Date Applied
Filter

Currently Showing 1 - 8 of 8

- Thompson, Sarah Avg: ★★★★★
16-Nov-2023
- Davis, Brian Avg: ★★★★★
16-Nov-2023
- Smith, John Avg: ★★★★★
16-Nov-2023
- Milner, Max Avg: ★★★★★

Promotes bias-free hiring by aligning applicants' skills and experience with job requirements, focusing on qualifications over personal characteristics.

Talent Acquisition

HR & Payroll

Workforce Management

Talent Management



Create inclusive job descriptions – job authoring tool

- Leverage AI in posting job advertisements
- Generate inclusive and appealing job postings
- Not where you post, but what you post



Structured interviews

- Ensures candidates are asked the same, job-relevant questions to evaluate fairly
- Customizable interview templates
- Enhances objectivity in evaluating qualifications





HR Data Survey Question Group:

Question Group: Interview Questions

I've read your resume (application), but I'd like to hear you tell your story ... begin at whatever you believe is the most relevant beginning in your history, and tell me about each position you've held up until now. I want you to tell me three (3) things – first, what the primary function of your position was; second, what the biggest lesson was that you learned in that position; and third, why you left.

Looking back on your history overall, what would you say are the greatest satisfactions you've received from the work you've done?

What conditions do you think are necessary for a company to grow?

What do you think is the most important function of a _____?

Given that definition, if you were sitting in my chair, what would be the three or four most important traits, skills, or characteristics you would look for in filling this position ... the ones that you know would need to be present in order for a candidate to be successful?

Do you think that most employees want to take responsibility? How do you get an employee to take responsibility?

Ensures all candidates are assessed with consistent, job-relevant questions, reducing subjective biases.



What percentage of hiring managers in the U.S. admit that unconscious bias affects their hiring decisions?

79%

of hiring managers
acknowledge that
unconscious bias impacts
their hiring choices.

Talent Acquisition

HR & Payroll

Workforce Management

Talent Management



Allow for inclusive language during the onboarding process



Ensure the platform is accessible and has multi-language options



Match employees with similar interests as mentors or “buddies”



Share your DEIB philosophy from Day 1 of employment



The image displays the iSolve onboarding experience, split into two main sections: a sidebar menu and a main content area.

Sidebar Menu:

- Onboarding:**
 - 1 Welcome (Getting Started, Notices)
 - 2 Your Information (Personal, Contacts, Pay check, Taxes)
 - 3 Federal Reporting (Form I-9, EEO self-identification, VEVRAA self-identification, Disability self-identification)
 - 4 Education and Training (Education, Employment)
 - 5 Certification (Certifications, Skills)
- Workspace:**
 - Engagement (Feed, Posts, Groups, Surveys, Feedback)
 - Performance
 - Rewards
 - Organization
 - Support

Main Content Area (Groups Page):

The main content area shows a list of groups under the heading "All Groups". A search bar is located at the top right. A "+ CREATE GROUP" button is visible in the top right corner.

Group Name	Group Type	Member Status	Members	Actions
Coffee Addicts	Open Group	Member	8	
Mangement	Open Group	Member	2	
Moms helping Moms	Open Group	Member, Administrator	1	Edit, Add, Remove
Women in Leadership	Open Group	Member, Administrator	1	Edit, Add, Remove

Talent Acquisition

HR & Payroll

Workforce Management

Talent Management



View enterprise-grade analytics and insights in one centralized place



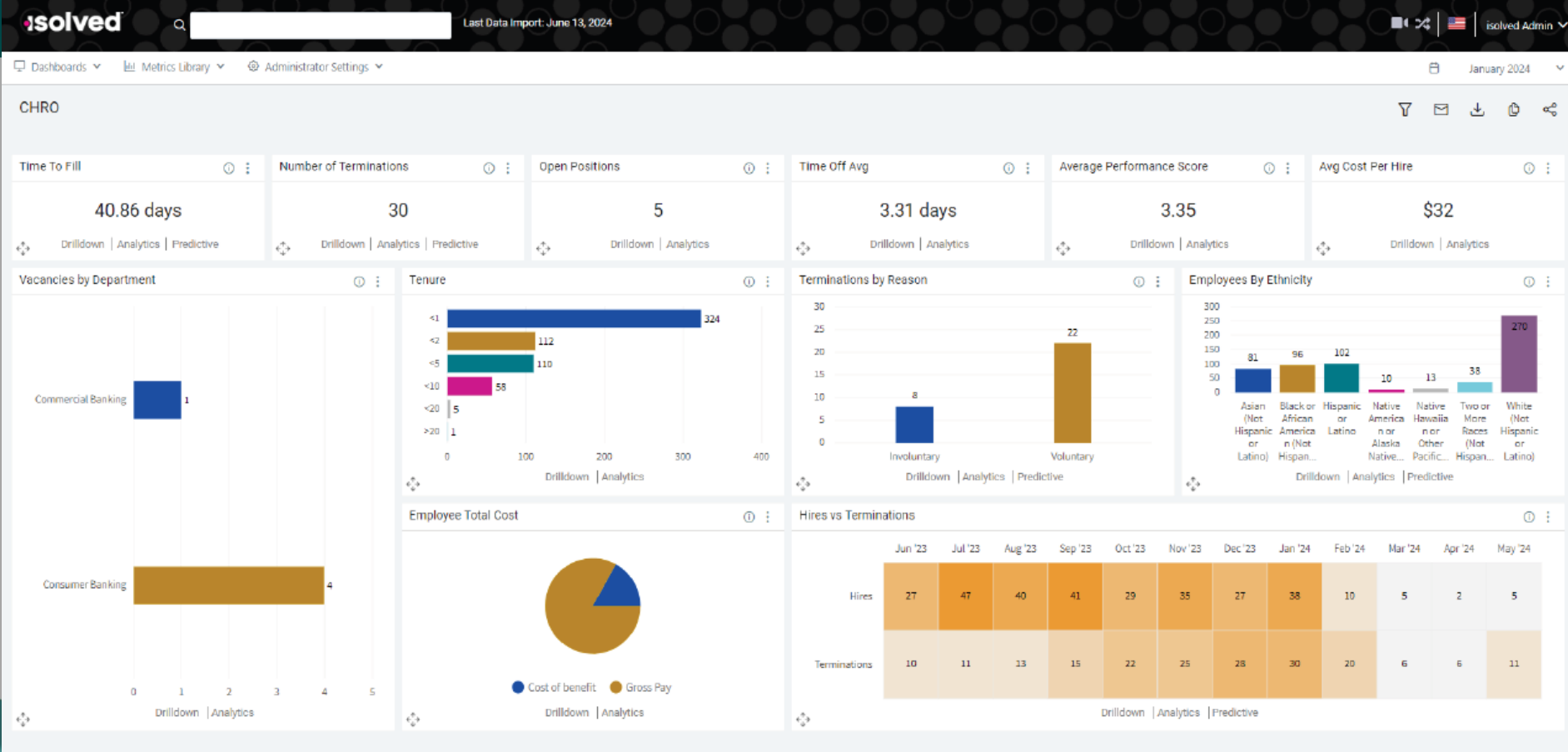
Understand the state of diversity at the organization



Identify biases, pay and diverse leadership gaps



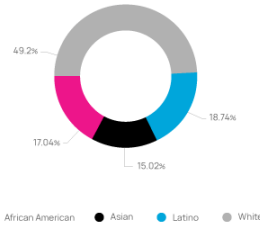
 Agility in business decision-making



Compliance: DEI&B Analysis

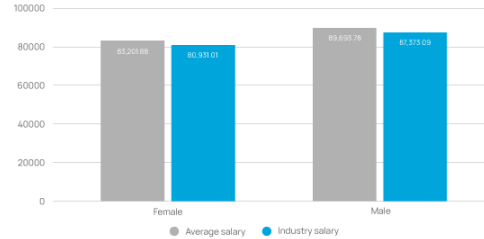
Email dashboard Share

Employees by ethnicity



Drilldown Analytics Predictive

Compensation by gender



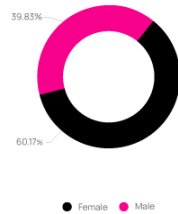
Drilldown Analytics

Turnover by gender - annual



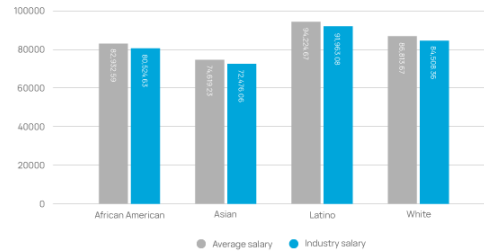
Stay on track with your DEIB efforts by identifying biases, pay and diverse leadership gaps, and gain visibility into what changes you can make now to effect greater diversity outcomes later.

Employees by gender



Drilldown Analytics Predictive

Compensation by ethnicity



Drilldown Analytics

Turnover by ethnicity



Drilldown Analytics Predictive

Voice Activated Drilldown

Analytics

Analytics

Predictive

Vertical axis values Chart view gender search...



Female

Gender

Access powerful voice navigation via a virtual assistant so you need to simply to "ask for" the information you want to see.

Limit grid rows 10

Department City Languages

Department	City
Consumer Banking	Boulder
Consumer Banking	New York
Consumer Banking	Plano
Consumer Banking	London
Consumer Banking	Sunnyvale
Consumer Banking	Dehli
Mortgage	Boulder
Consumer Banking	Las Vegas
Consumer Banking	Portland

Filter Options

Settings

Demographics

- Gender
- Ethnicity
- Education level
- Employee type
- Source of hire

Job

- Department
- Division
- Cost center
- Job level
- Performance
- Separation type
- Retention risk

Geography

- City
- State
- Country

Custom

- Took exit survey
- Main reason for
- Ethnic group
- Engagement scc
- Goal
- Current status
- Top source corp
- Like most
- Like least
- PCT vacation taken
- Absense cost

Unselect all

Director

Executive VP

Manager

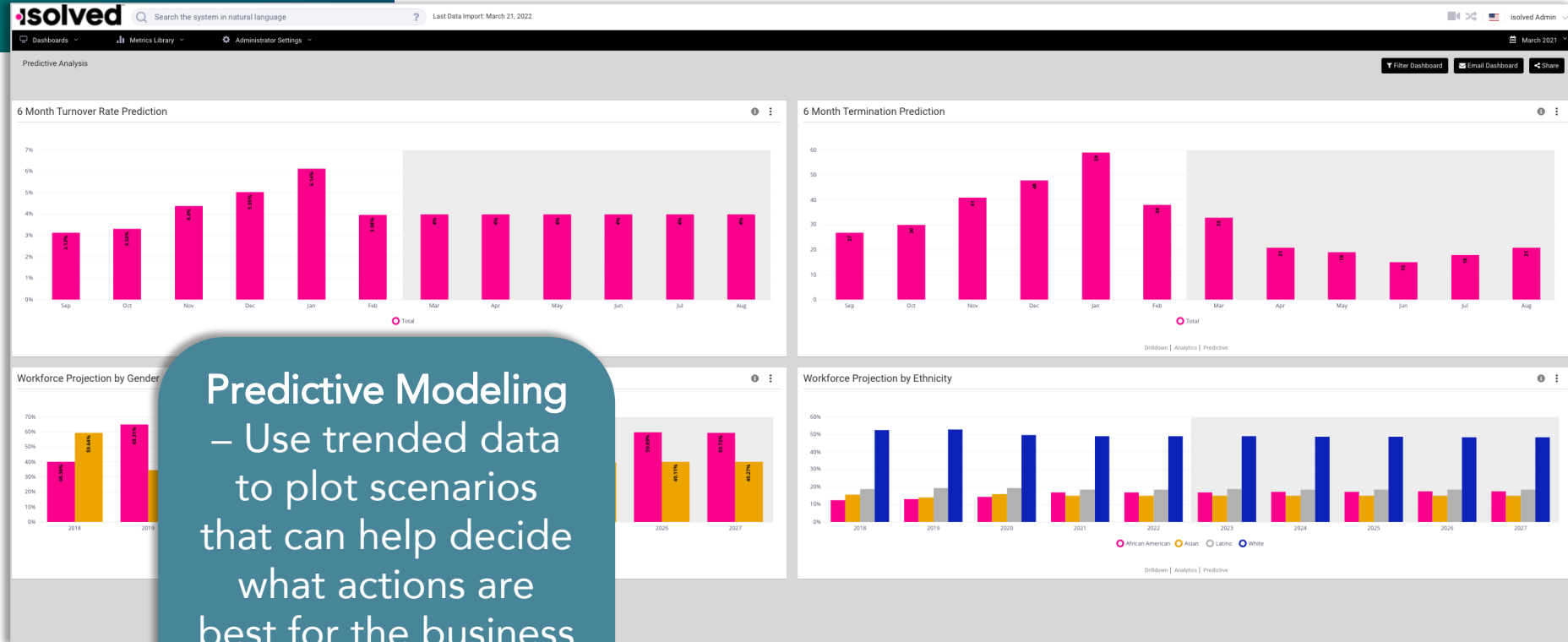
President

Staff

Vice President

You have 13 female Vice Presidents





Predictive Modeling
– Use trended data to plot scenarios that can help decide what actions are best for the business and the workforce.

Talent Acquisition

HR & Payroll

Workforce Management

Talent Management



Promotes pay equity



Ability to track trends & identify patterns



Transparency and standard pay practices



Division:

Location: 200 - La Mesa

Client: CPDEMO - Certified Payroll Demo

Compensation Analysis

Event: Bonus Last saved: 11/4/24, 8:38 AM



White males statistically feel more confident asking for raises than minority colleagues.

Submit Go Back to List Expand All Groups Collapse All Groups Clear Grouping/Filters

Drag a column header here to group by that column

Search...

Employee Name	Job Title	Hire Date	Base Salary	Notes	Amount	Percent	Results
> Saul Goodman 8 In House Counsel		12/4/2022	\$402,990.12 annual	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
> Hector Salamar 20006 Electrical Engineer		12/15/2022	\$47.17 per hour	Worked 10 weekend shifts	500.00	1059.9958	500.00
> Dominique Man 20008 Foreman		1/22/2022	\$31.50 per hour	<input type="text"/>	100.00	317.4603	100.00
> Skyler White 20012 Electrical Engineer		4/10/2023	\$35.00 per hour	<input type="text"/>	50.00	142.8571	50.00
> Huell J Babinea 20014 Executive Assistant		4/11/2022	\$35.00 per hour	<input type="text"/>	50.00	142.8571	50.00
TOTAL:					350.00	1059.9958	350.00

Increased Transparency and Pay Equity: 45% of companies that use compensation management tools report improvements in pay equity transparency within their organizations. (Mercer)



Talent Acquisition

HR & Payroll

Workforce Management

Talent Management



Accessible and trackable DEIB training programs

- LMS tracks participation in DEIB sessions
- Helps managers develop skills in inclusive leadership
- Courses on unconscious bias, cultural competency, etc.
- Ability to create your own custom content



Skill-building for managers

- Easily schedule and complete training on inclusive leadership
- Ensure accountability
- Foster a more supportive workplace culture

Explore More Content

More Options

Home Search AI Chat My Playlists Library 254

Load more

LGBTQ+ Inclusion

Duration



LGBTQ+ Inclusivity Training

Are you looking to support your LGBTQ+ workers and optimise their performance? Do you wish to understand what obstacles they face so you can manage them properly? Are you hoping to equip

by The Expert Academy

Interactive · 53 mins



Being an Inclusive Manager for your LGBTQIA+ Employees

Welcome to the "Being an Inclusive Manager for your LGBTQ+ Employees" lesson intended to give managers and leaders the skills to foster LGBTQ+ inclusivity in the workplace. This lesson covers

by BizLibrary

Interactive · 7 mins



LGBTQ+ Inclusion

This 15-minute course introduces learners to some of the issues members of LGBTQ+ community face at work. Learners are taught the impact inappropriate conduct can have and how inclusive

Compile into one list

Type here...

Allows organizations to create an inclusive culture by providing continuous, accessible learning opportunities that focus on bias reduction, cultural competence, and equitable practices.

4.5 (38 ratings)

- Define the different types of unconscious bias
- Describe ways to reduce unconscious biases, including in the workplace...

Show more

Skills covered



What percentage of employees feel that ongoing DEI training positively impacts their sense of inclusion and belonging at work?

76%

of employees report that regular DEIB training through tools like LMS fosters a stronger sense of inclusion and belonging.

Talent Acquisition

HR & Payroll

Workforce Management

Talent Management



Structured Feedback



Upskilling



Goal Alignment



Diverse Perspectives
through 360 Reviews



1. GOALS

Once 'Enable Goals' has been selected, goals can be added to the review template as a Performance Area. Weighting can be given to goals as well. Supervisors will be able to add goals to the review form, once the template has been assigned to and shared with employees. Supervisors will receive a notification as soon as templates have been shared with employees and can then add the goals to the review form.

2. JOB COMPETENCY

Competencies for review will be added from the job title assigned to the employee.

3. PRIMARY ACCOMPLISHMENTS

1. Describe employee's primary accomplishments, noteworthy points, since the last review. What went well? What could have been better?

4. TECHNICAL/PROFESSIONAL ABILITY

1. Employee's ability for the technical/professional requirements of the job. Employee's understanding of departmental functions. How well employee

5. TRAINING

1. Does the employee fully utilize their skills? What training or skill development should be implemented to fully develop employee's potential? What an

- Measure employees equitably
- Reduce bias
- Consistent practice
- Focus on objective measures
- Clear documentation

IN ACTION



PERFORMANCE MANAGEMENT Goal Alignment

The screenshot shows the 'isolved' performance management system interface for 'Spider-Man Parker'. The user's profile at the top right shows 'Reward Points: 66', 'Points: 26', and 'Ranked: 2'. The main content area is titled 'Spider-Man Parker' and features 'SAVE' and 'SUBMIT' buttons. A section for '1 GOALS' shows an overall rating of '3.5 (Employee Rating)' and 'N/A (Supervisor Rating)'. A notification states '2 goal(s) have been added for review.' Below this, a table compares 'EMPLOYEE' and 'SUPERVISOR' ratings for two goals:

Goal	Employee Rating	Supervisor Rating
Culture of Integrity End Date: Dec 31, 2023	4 - Exceeds Expectation	
Customer Service End Date: Dec 31, 2023	3 - Meets Expectation	

Progress bars for the employee ratings are shown: 100% for Culture of Integrity and 75% for Customer Service. The interface also includes a sidebar with navigation options like Home, Workspace, Engagement, Performance, Goals, Reviews (1), 360 Reviews, Rewards, Organization, and Support.

- Shared objectives
- Accountability
- Cultural integration
- Enhanced collaboration

IN ACTION



PERFORMANCE MANAGEMENT Upskilling

Spider-Man Parker | Reward Points: 66 | Points: 26 | Ranked: 2

Mark AM Adams | Reward Points: 828 | Points: 150 | 2

2025 ANNUAL REVIEW CYCLE - (EXTENDED) (JAN 01, 2025 TO DEC 31, 2025)

Last Updated 8/23

Adam AM Abernathy LPN
Hired: Apr 25, 2004
Due by: Feb 02, 2023
Supervisor: Mark AM Adams
WAITING

Employee Rating (4.18/5)
A - 4-5 Overall Score
Supervisor Rating (3.83/5)
B - 3-4 Overall Score

PERFORMANCE GRID:

High	High	High
Medium	Medium	Medium
Low	Low	Low
Percentil		Performance

RATING

1	2	3	4	5
Far Below Expectation	Below Expectation	Meets Expectation	Exceeds Expectation	Greatly Exceeds Expectation
Criteria for this section has not been met during the review period dates. Examples should be provided in the Comment box.	Struggles with meeting criteria for this section. Acceptable performance can be achieved with some targeted development and training.	Most employees will fall in this category as the basic expectations for this requirement are met.	Employee goes above and beyond the "normal" expectation for this metric regularly, and is considered a valuable resource in this area.	A leader and exceptional example of this criteria. Examples should be provided in the Comment box.

- Skill building
- Career advancement
- Retain diverse talent

IN ACTION



Upward Review

Mojo Admin has nominated you to review Deadpool Winston Wilson

Rating Scale

1	2	3	4
Strongly Disagree	Disagree	Agree	Strongly Agree

1. What are the things Deadpool Winston Wilson should STOP doing in order to be better at work?

Rating: 4 - Strongly Agree

Cool guy!

2. What are the new things Deadpool Winston Wilson should START doing in order to be better at work?

Rating: 4 - Strongly Agree

Going places

3. What are the things Deadpool Winston Wilson is doing well and should CONTINUE doing?

Rating: 4 - Strongly Agree

All the things

Your overall Feedback

Rating: 4-Strongly Agree

Great team member!



PERFORMANCE MANAGEMENT

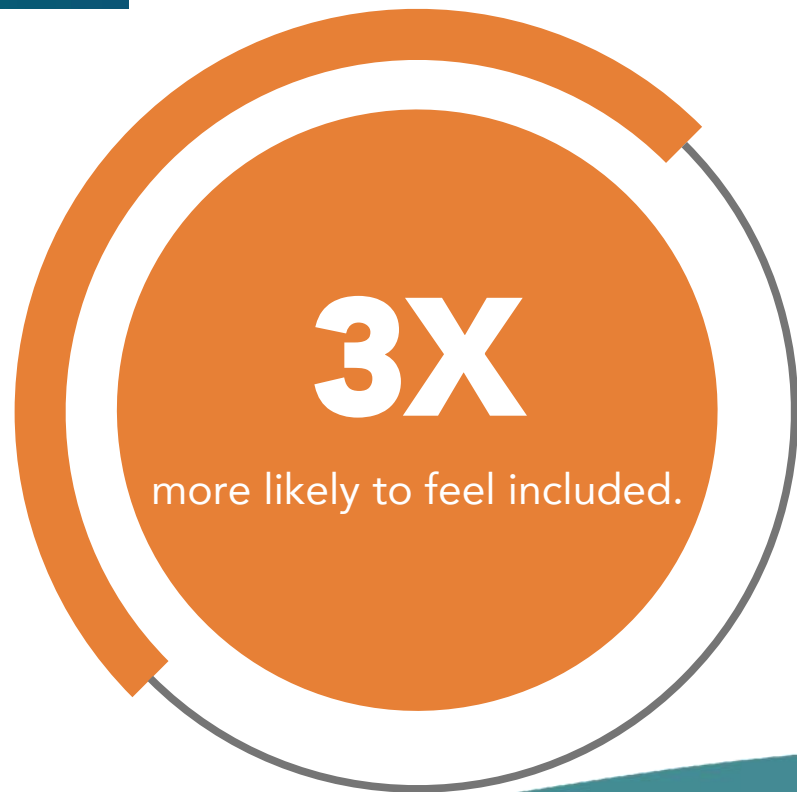
Diverse Perspectives
through 360 Reviews

- Foster an inclusive feedback culture
- Upward and downward feedback
- Enhance team dynamics
- Diverse perspectives
 - feedback from across the organization.

Leveraging Technology to Support DEIB



Studies show that employees who receive regular, constructive feedback are ____ times more likely to feel included at work.



Talent Acquisition

HR & Payroll

Workforce Management

Talent Management



Collaboration through
business resource groups



Recognition



Surveys & Polls

IN ACTION

COMPENSATION MANAGEMENT

The screenshot displays the 'isolved' app interface. On the left is a dark sidebar with navigation options: Workspace, Engagement, Feed, Posts, Groups, Surveys, Feedback, Performance, Rewards, Organization, and Support. The main content area shows a social feed with posts from 'Spider-Man Parker'. Two birthday posts are visible, each with a 'Happy Birthday' header, a profile picture, and a message: 'Dear Iron Man Stark / Dear Spider-Man Parker. Happy Birthday! (May 29) / (April 05). We are so glad that you are a member of our team. May your special day be full of fun, happiness, and cheer!'. Below the posts is a 'BIRTHDAYS' section listing members and their birthdays: Deadpool Winston Wil... (Nov 22), Spider-Man Parker (Apr 5), Iron Man Stark (May 29), Captain America Gr... (Jul 4), and Dinah Drake.

100 POINTS

Member	Points	Rank
Spider-Man Parker	26 POINTS	#2
Iron Man Stark	25 POINTS	#3
Captain America Gran...	0 POINTS	#4
Deadpool Winston Wil...	0 POINTS	#4

BIRTHDAYS

Member	Birthdays
Deadpool Winston Wil...	Nov 22
Spider-Man Parker	Apr 5
Iron Man Stark	May 29
Captain America Gr...	Jul 4
Dinah Drake	

38%

of employees say their employer could improve their DEIB initiatives with a DEIB committee.

Leveraging Technology to Support DEIB

Talent Acquisition

HR & Payroll

Workforce Management

Talent Management



Corporate Social Responsibility Giving & Volunteering

- Drive employee engagement through charitable giving
- Show commitment to DEIB initiatives and social causes
- Enhance talent acquisition efforts
- Strengthen employee alignment & culture
- Leverage tax savings



Enhanced brand, internally & externally

Seamlessly manage giving programs and give employees the ability to choose from diverse nonprofits and charities.

isolved

Home

Explore Nonprofits

Search Nonprofits

Volunteer

ACCOUNT MANAGEMENT

Donation Activity

Volunteer Activity

My Favorites

Account Settings

Logout

ADMIN MANAGEMENT

Admin Portal



Hello, Wa
You've contr



Cooperative For Assistance And Relief Everywhere Inc

Atlanta, GA

We seek a world of hope, inclusion and social justice, where poverty has been overcome...


Donate Now

[View Nonprofit](#) →

Search and find your passion from over
2 million nonprofits

Search nonprofit name or EIN





- Home
- Explore Nonprofits
- Search Nonprofits
- Volunteer
- ACCOUNT MANAGEMENT
 - Donation Activity
 - Volunteer Activity
 - My Favorites
 - Account Settings
 - Logout
- ADMIN MANAGEMENT
 - Admin Portal

Copyright © isolved 2024
[Privacy Policy](#)

Your Donation History

Search nonprofit name or EIN

Donation History

Manage Recurring

\$223 YTD Donations \$749 Lifetime Donations 2 Nonprofits Supported \$211 Monthly Recurring

[Download Tax Documents](#)

Type: Date Range:

[Export](#)

Date	Nonprofit	Amount	Type	Method
2/25/2024	Palmer Home for Children	\$105.26	Recurring	Payroll
2/13/2024	Palmer Home for Children	\$12.63	One Time	Payroll
2/11/2024	Palmer Home for Children	\$105.26	Recurring	Payroll

10 rows |< < 1-3 of 3 > >|


isolved

Dashboard

2021

 Admin Dashboard

 Reports

 People

 Volunteer

Events
Time Submissions

 Company Settings

EMPLOYEE

 Employee Portal

MY ACCOUNT

 Logout

73

EMPLOYEE PARTICIPANTS

5%

OF WORKFORCE

\$ 8756

EMPLOYEE DONATIONS

114

VOLUNTEER HOURS

Employee Engagement

Employee Donations

Volunteering

451

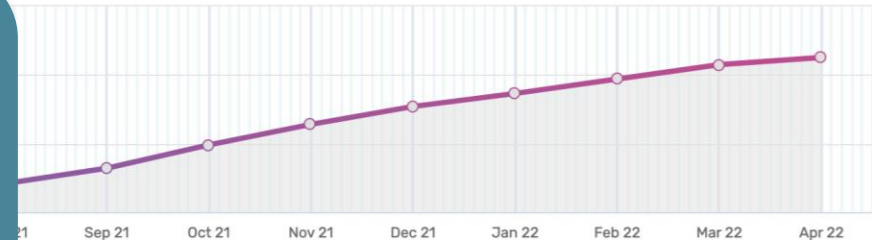
Employee Donations

\$12221

Total Donated

Past 12 Months

Easily track and process employee contributions and donations...to causes that are meaningful to them...with a seamless system integration.

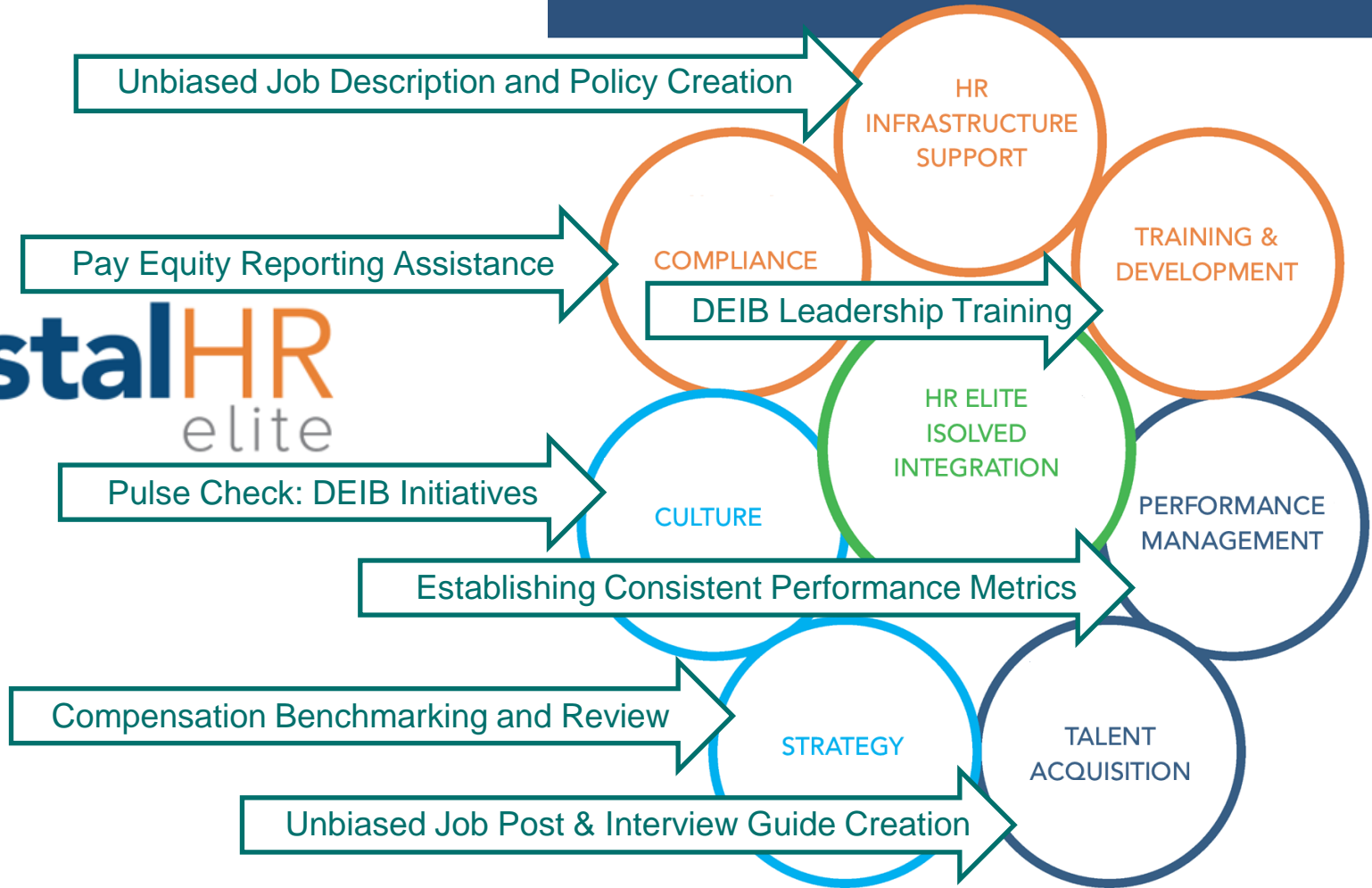




___% Millennials Gen Zs would leave a company within 2 years if the company were not having a positive impact on their community.



CoastalHR elite



Key Takeaways & Actionable Insights



1. Digest and consider which tools are practical within your organization. (size, industry, budget, etc.)
2. Evaluate your current system to understand if you can implement some of our recommendations. If not, consider conducting an evaluation of new systems/vendors.
3. Develop clear policies and practices that leverage the data on hand to track progress towards DEIB Goals.
4. Seek and conduct regular training on your platform to ensure you are up to date on the latest tools and technology.

CONTACT COASTAL



JENNY HOLM, SENIOR HCM CONSULTANT

303.529.1081 • jholm@coastalpayroll.com



YIRA COLEMAN, DIRECTOR OF CHANNEL PARTNERSHIPS

310.753.9818 • ycoleman@coastalpayroll.com



JEN CONWAY, SENIOR HR SALES CONSULTANT

858.692.0417 • jconway@coastalpayroll.com

SCAN THE QR CODE WITH
YOUR PHONE CAMERA TO
REACH OUT TO OUR TEAM.



Leveraging Technology to Support DEIB