In a blind resume study, male candidates were offered higher salaries, more mentorship, and were rated as more “competent” and “hireable,” than women, despite the candidates’ resumes being identical.\(^{17}\)

Several issues need to be addressed to retain a diverse workforce. The “old white boys’ club”\(^3\) that excludes others from informal networking, a lack of managerial awareness about diversity issues, poor work-life balance, and discriminatory behaviours against minority employees can dissuade all workers from being loyal to an employer in the long term.\(^3,19\)

Promoting diversity is not limited to gender; workplaces should be inclusive and welcoming to all.

The benefits of creating an inclusive workplace include low turnover, higher employee engagement, improved client relationships and satisfaction, stronger fiscal performance, and improved governance.\(^4,5,6\)

This paper highlights eight ways to recruit, support and retain a diverse workforce in organisations.