



# DEI & clarity

**Our Approach  
2022-2023 Edition**

# What we Provide to Clients

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## NETWORK

**Our network has been growing for over 20 years, and it's evolving and diversifying each day.**

**The strongest Teams in business are diverse Teams.**

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## DISCOVERY

**Talent is hard to find if you don't have the right Team to build your business community.**

**Our Team helps yours discover diverse talent.**

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## ACCESS

**Deploying our recruiters gives your business access to extensive and varied demographics of talent and lived experiences.**

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# We are Values Driven

**Our values inform all that we do to help our clients grow.**



## CLARITY

**It's no coincidence that this is our namesake value! We engage in transparent, face-to-face communication that cultivates meaningful long-term relationships with clients and candidates. We believe honesty is the best policy.**

## HUMANITY

**We are committed to ensuring that no candidate or client feels like a number. Our approach is tailored and human-centered, and we couple empathy with our strategies at all times.**

## PURPOSE

**We care about people. We believe all people deserve access to resources that can help them build their dream team, or become a part of one. Our purpose is to be one of these resources for as many people as possible.**

# How we do it

We make continuous effort to build better Teams through ongoing education and training that eliminates bias and discrimination in hiring.



TRAINING

CLARITY U

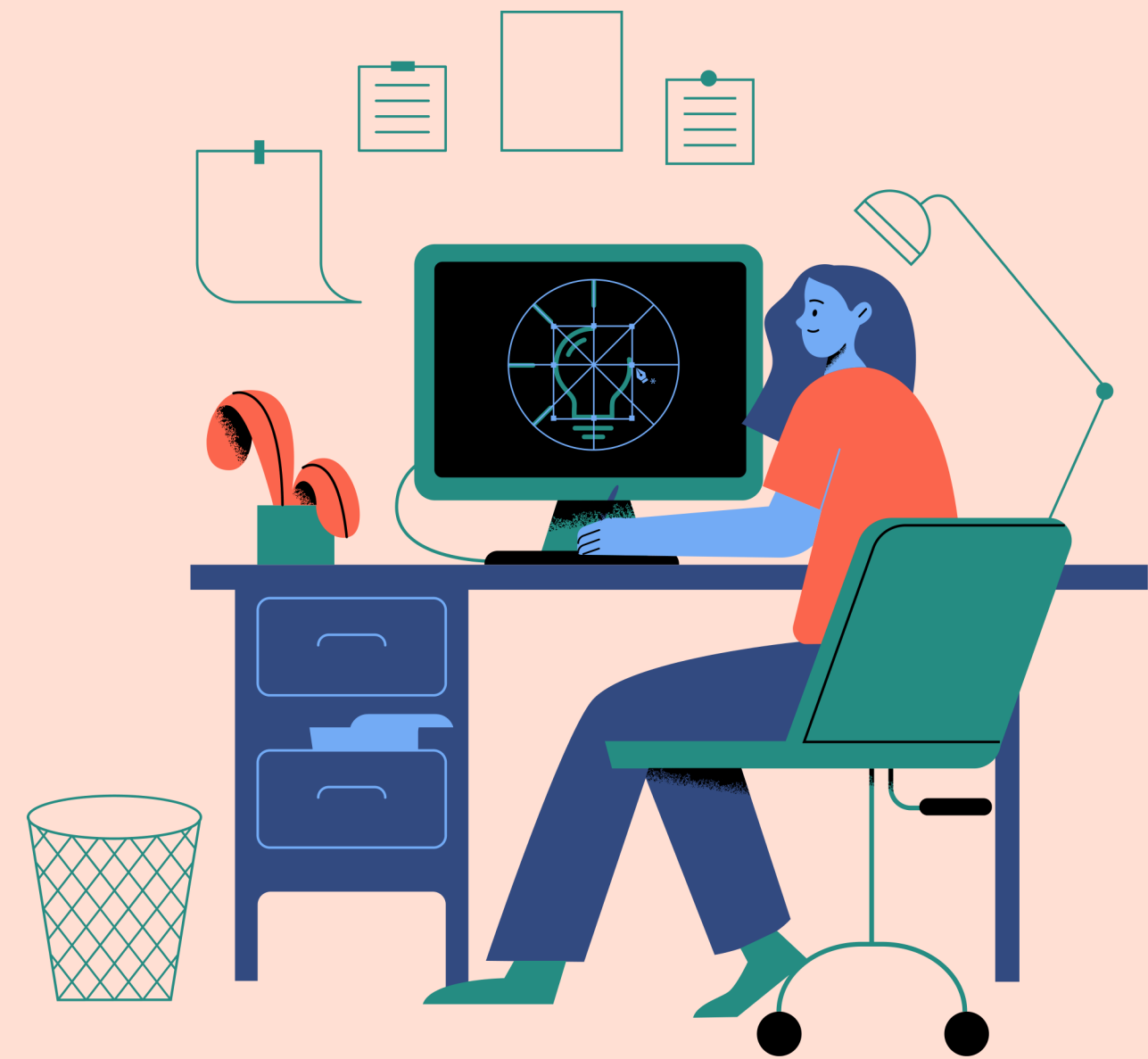
COMMUNITY

PARTNERSHIPS

[Learn More...](#)

# TRAINING

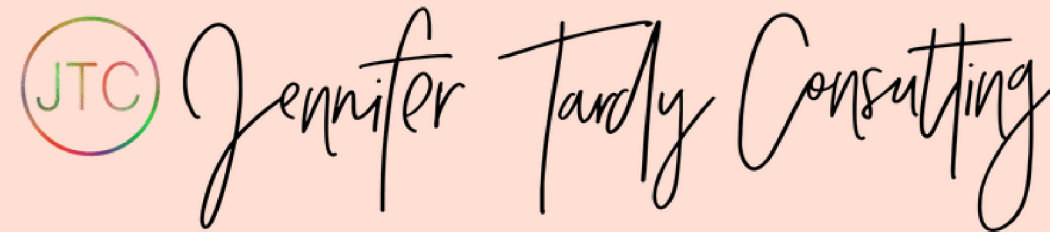
Clarity recruiters are well-connected and trained to source candidates from a wide variety of established and emerging networks and organizations. In doing so, our Team is well-equipped to foster the strategic growth of diverse and inclusive Teams for all our clients.



## INTERNAL EDUCATION



## EXTERNAL EXPERTS





## Recent Programming

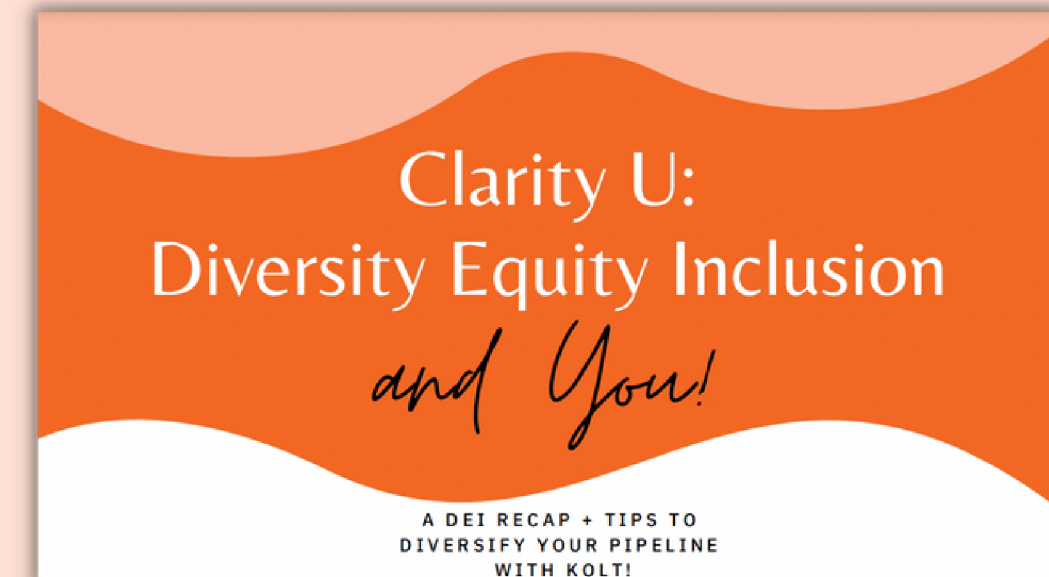
For intended audiences only, please.



## Best Practices to Solve for Unconscious Bias



## The Macro-Effects of a DEI Practice



## DEI & You

# Three Tiers of Additional Education



**Jennifer Tardy is a premier leader in Diversity Recruitment Training. Our recruiters commit to a 7 week immersive program and become Qualified Diversity Recruiters [QDR].**



**Our internal DEI Champions vet, explore and share educational programming monthly with entire Team for their exploration to meet people where their at.**



**Advanced training and certification is available for Team Leads passionate about equity and developing Clarity as an education provider to our network.**



**Big-picture, holistic training that can be applied to the recruiting industry and all areas of life alike.**

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# Community

**Fundamentals of Inclusive Hiring Practices**  
A VIRTUAL PRESENTATION & DISCUSSION  
TUESDAY, MAY 25TH  
2:00PM EST  
FEATURING  
**KOLT FREE**  
DEI Champion & Account Manager, Clarity Recruiting



 **"BELONGING BEGINS AT THE FIRST PHASE OF YOUR RECRUITMENT CYCLE."**



**WHAT'S NEXT FOR PEOPLE PROS?**  
AN EXPERT-LED DISCUSSION & KNOWLEDGE SHARE SESSION  
MODERATED BY:



**Serena Rubino**  
Director of Communications  
Clarity Recruiting

**FEATURED EXPERTS:**



**Missy Lafferty**  
Founder, Beam Talent



**Garrison Gibbons**  
VP of People, Amun & 21Shares



**Rasheda Jolly**  
Talent Partner, Collibra

 **TUESDAY, AUGUST 17TH**  
2:00PM EST 

**We're also a platform to lift voices in our ever-expanding community.**

[WATCH CLARITY COLLECTIVE CONTENT HERE](#)



# Active Partners & Friends of Clarity...

[THE NATIONAL ASSOCIATION OF AFRICAN AMERICANS IN HUMAN RESOURCES \[NAAAHR\]](#)

[THE PEOPLE COMPANY INCLUSION INSTITUTE](#)

- **FROM WHICH DIVERSITY PRACTITIONER CERTIFICATION IS EARNED FOR SELECT TEAM MEMBERS**

[THE SEEN AND HEARD PROJECT](#)

- **PARTNERSHIP IN FORMATION; LAUNCH DETAILS COMING SOON**

[THE WOMEN'S BUSINESS ENTERPRISE NATIONAL COUNCIL \(WBENC\)](#)

- **WE ARE WOMAN OWNED & CERTIFIED**

[THE FEMALE FOUNDERS COLLECTIVE](#)

[RAISED BY US](#)



# Thank You.

**We look forward to fueling your growth  
and connecting you with new pathways  
toward diverse talent.**



**Contact:**

**Moira Dorst, Chief Executive Officer**

**[MOIRA@CLARITYRECRUITING.COM](mailto:MOIRA@CLARITYRECRUITING.COM)**

**clarity**