

Diversity, Equity, and Inclusion

Executive brief 2020



The access gap

Interviews connect software engineers to new opportunities, careers, and wealth creation. However, an access gap exists between underrepresented minorities (URMs) and women and their White and Asian male counterparts. Customers, shareholders, and employees are increasingly demanding that technology-driven organizations reach candidates from a variety of backgrounds. To do this, organizations need a diverse talent pipeline and an inclusive interview process that assesses candidates' abilities objectively. Yet, companies often find themselves stuck in an outdated sourcing, interviewing, and hiring process because it feels too complex, costly, and opaque to unravel and rebuild a process with diversity at the center.

Karat believes that access to new opportunities, careers, and wealth creation starts with increased access to technical interviews. Access breaks down the barriers that are pervasive throughout today's hiring systems. A company with a diverse talent pipeline can build a truly diverse software engineering team by ushering candidates through an inclusive hiring process that mitigates bias, is transparent, and relies on experienced interviewers.

Closing the access gap

Karat works with companies to build diverse software engineering teams by increasing access to fair, predictive, and enjoyable technical interviews while rigorously measuring and optimizing outcomes. Intuit, Chan Zuckerberg Initiative, and Pinterest are a few of the organizations that have developed diversity-centric hiring processes by partnering with Karat.

Access to live technical interviews at scale

Karat conducts technical interviews on behalf of clients through its community of Interview Engineers. Engineering teams can maximize productivity while candidates from a variety of backgrounds are evaluated with a consistent technical interview. Technical interviews go through a process called Alignment Engineering, in which questions and interview formats are aligned to your hiring bar and objectively represent the competencies needed on the job.

Increased interview access is especially critical to University Recruiting programs that aim to source from schools with more diverse candidates.

Brief overview

THE ACCESS GAP

Typical software engineering hiring processes over-index on pedigree and fail to objectively identify candidates' strengths, creating homogenous talent pipelines and teams.

CLOSING THE ACCESS GAP

Karat increases access to fair and predictive live technical interviews, while rigorously measuring and optimizing the impact on diverse candidates.

IMPACT

Karat clients build hiring processes that mitigate bias, ensure accountability, and maximize hiring yield from diverse talent pipelines.

Bias reduction starting with the technical interview

Interview Engineers are experienced developers who have made interviewing their job. Using Karat's world-class Interviewing Infrastructure, Interview Engineers deliver tested interview questions and formats that reduce bias and noise, and produce a reliable hiring signal and enjoyable candidate experience.

We survey every candidate following the interview, collecting feedback on the Interview Engineer, technology, and overall experience. Karat's Interview Engineer management team reviews every piece of feedback, and uses it to improve interview formats, the technology platform, and to evaluate our own Interview Engineers.

Live interviews give candidates a chance to showcase both their communication and problem-solving skills. Many non-traditional candidates may come to conclusions in different ways or they may approach the problem in a way that generates a non-traditional response that contributes to a better team outcome.

Corporate Recruiting Manager, Technology at Lowe's

Karat offers candidates 24/7 interview scheduling and operations support, the opportunity to redo the interview, and workshops on interviewing best practices for candidates and team members.

Transparent and measurable hiring processes

Sunlight is the best disinfectant. The Karat solution aggregates deep hiring funnel analytics, which use EEOC data to evaluate the hiring yield of candidate segments by race and gender. Alternatively, Karat can obfuscate candidate identities—helping teams keep focus on the recommendation.

Karat ensures accountability by providing a recording of each interview and stringent quality control process. Each technical interview produces a recommendation based on the scoring rubric, not the Interview Engineer.

Workshops and partnerships

Karat clients can take advantage of workshops conducted by the Karat team. These workshops provide guidance for applying bias reduction best practices to the onsite and the hiring decision. Additionally, clients may choose to participate in our practice interview program which delivers technical interview practice to Computer Science students at HBCUs and HSIs, creates a feedback loop for curriculum development, and contributes to the diversity of your talent pipeline.

Impact

Karat clients that build inclusive hiring processes create a competitive advantage by becoming more predictive, reducing false negatives, and increasing female and URM hires. They also develop innovative programs that provide access to real-world experiences like apprenticeships and practice interviews with feedback.

Talent acquisition and University Recruiting leaders increase access to consistent technical interviews that reduce bias and produce recommendations aligned to the company's hiring bar. Engineering leaders decrease developer time dedicated to interviewing, while gaining confidence in the quality of candidates they bring onsite. DEI leaders receive industry leading analytics and insights that reveal opportunities for improvement, resulting in a sustainable approach to improving diversity on software engineering teams.

ABOUT KARAT

Karat conducts live, highly predictive technical interviews and powers world-class hiring processes for leading organizations like Indeed, Databricks, and Robinhood.

Karat's network of experienced Interview Engineers have conducted tens of thousands of technical interviews with software engineering job candidates. Clients increase capacity to interview with structure and consistency all while providing exceptional candidate experiences. Karat has amassed the largest, most robust dataset of structured-interview intelligence to produce never-before-seen hiring analytics.

Trusted by the best

