

# Inclusive Recruitment Diagnostic Tool - Bibliography

## Introduction

Odgers Berndtson's Inclusive Recruitment Diagnostic (IRD) assesses the maturity level of your recruitment and onboarding processes. It examines the six key steps from role definition through to offer and onboarding. Our IRD can help you transform and deliver a truly holistic inclusive recruitment process and candidate experience through its three-step processes.

It has been developed specifically to assess the recruitment and onboarding process. The outcomes are based upon your responses and therefore 100% tailored to your organisation. Its diagnosing tools and analysis capabilities are based on the insights of over fifty leading pieces of academic research into recruitment inclusion and diversity.

## Sources

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