



Diversity and Inclusion Center

In tech hiring, diversity and inclusion (D&I) is a must have. But candidate information such as name, school, and more can unconsciously bias hiring decisions, and inadvertently weed out strong candidates. With a skills-based hiring approach and the Diversity and Inclusion Center features, HackerRank enables you to integrate D&I best practices into your tech hiring process.

With the D&I Center, you can:

Programmatically root out unconscious bias by removing candidate Personally Identifiable Information (PII) like name, email and gender at critical hiring stages: from screening to remote pair programming interviews.

- Hide candidate PII in CodeScreen and CodePair reports

	Completed	Candidate name
	Apr 4, 2019 at 03:00:29	*****
	Time taken	Email
	54 min 18 sec (of 60 min)	*****

- Make CodePair sessions anonymous by hiding names and by disabling audio and video chat

***** Jane the Interviewer [Settings] [Invite] [End Interview]

Question 1 [Settings] [Add]

```
1 #!/bin/python
2
3 import math
```

Python

- Hide candidate PII on the candidate list page

CANDIDATE	STATUS	SCORE %	INVITED BY
*****	To evaluate	94%(94.2857/100)	Public URL
*****	To evaluate	80%(79.5833/100)	Public URL



Provide an inclusive interview experience with custom accommodations for candidates with disabilities. Provide additional test-taking time as needed on a case-by-case basis.

Custom Accommodation ×

Please input the accommodation percentage below (multiple of 5).

% + -

Updated Test Duration: 125 mins

Save

Empower your hiring teams to make better hiring decisions based on proven skills, not unconscious bias. Build a more diverse candidate pipeline, make tangible progress on your D&I strategy, and cultivate a diverse and inclusive workforce.

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