

Interface Agency

Diversity Hiring Toolkit

www.interface-agency.com



Introduction

Companies in the top quartile for gender diversity on executive teams are 25% more likely to experience above-average profitability (McKinsey).

Yet, Australia's national gender pay gap remains 21.7%.

Diversity isn't just a value, it's a performance driver.

This toolkit combines research, industry insights, and practical steps to help you attract, hire, and retain diverse talent.





What Women Really Want From Employers



FLEXIBILITY BEYOND ASSUMPTIONS

Only 54% of women in Australia have children, so flexibility must mean choice for everyone, not just working parents.



REPRESENTATION AT THE TOP

Women hold just 9% of CEO roles in ASX300 companies.



INCLUSIVE NETWORKS

Women in STEM are twice as likely to leave in the first 5 years if they feel isolated.



PAY TRANSPARENCY

Companies that report and act on pay equity see higher retention rates.

Inclusive Job Ad Checklist



- Avoid gendered language (words like “dominant” discourage women).
- Highlight growth opportunities, not just responsibilities.
- Use photos/testimonials of women in leadership.
- Show flexible options as a benefit, not a concession.

Tip: Tools like Textio can reduce biased language in job ads.



The Inclusive Leadership Blueprint



ADDRESS BIAS

Nearly 50% of HR managers admit bias influences hiring.



CREATE PSYCHOLOGICAL SAFETY

Teams with high safety show 27% higher performance (Google).



BUILD FEEDBACK LOOPS

Anonymous surveys increase reporting of workplace bias by 30%.



MEASURE PROGRESS

What gets measured gets managed.

Bias-Free Interviewing Guide



- Use structured interviews scored on criteria.
- Ensure at least one woman/underrepresented person on every panel.
- Compare candidates to requirements, not each other or yourself.
- Train interviewers to recognise bias (halo effect, like-for-like bias).

Tip: Blind CV reviews (removing names/universities) increase female shortlisting by up to 46%.



Building and Sustaining Diverse Teams

Homogeneous teams fall prey to groupthink. Diverse teams outperform:

35% more likely to outperform financially if racially/ethnically diverse.

15% more likely to exceed industry benchmarks with gender diversity.

Strategies for Success

Partner with networks
(Women in Tech,
Pride in STEM).

Rewrite job
descriptions for
clarity and inclusivity.

Encourage cross-
functional
collaboration (guilds,
councils).

Offer sponsorship
programs (not just
mentorship).

Track retention by
gender, role, and
seniority.



Metrics to Track



% women in
leadership roles.

Retention rates of
women vs men.

Employee inclusion
survey scores.

Pay equity audits.

Fun fact:

In 2024, women in Australia earned \$238 less per week than men on average.



Attract, Develop, Retain Female Talent

Retention is the real challenge:

Women are less likely to apply unless
they meet 100% of job criteria
(vs 60% for men).

Women are less likely to ask for raises
– waiting can mean losing top talent
before the conversation happens.



What works:



Showcase women in branding (career pages, case studies).



Offer flexible career paths (not rigid ladders).



Proactively review pay & promotion opportunities.



Build confidence through sponsorship and recognition.

Tip:

Public salary ranges increase applications from women by up to 40%.

5 Steps to Start Now



Audit your job ads for bias (tools: Gender Decoder, Textio).

Publish your pay gap data, and commit to closing it.

Build diverse interview panels and train them on bias.

Launch a mentorship + sponsorship program.

Track retention and promotion rates for women annually.

Fact: Companies with strong sponsorship programs see a 23% increase in promotion rates for women.

More from our Founder

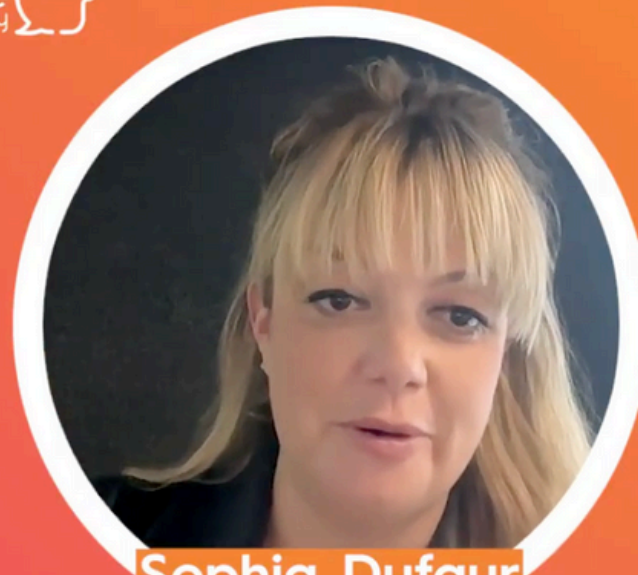
Maternity leave is not
most women's #1 priority



Sophia Dufaur

Founder/Director of Interface Agency

interface
agency



Sophia Dufaur

Founder/Director Interface Agency

What do women
want in a role?

Why don't women apply
to your job roles?



Sophia Dufaur

Founder/Director of Interface Agency

Click to watch.



Diversity Efforts from Interface



Her Tech Circle 2025



Diversity isn't a checkbox.
It's the key to innovation, resilience, and profitability.



This is where Interface can help - we will work with you to identify your diversity hiring weaknesses and build a tailored strategy to enable success.

Contact Interface Agency to explore tailored strategies for your team.