

A Higher Level of Diversity



A lot of companies talk about diversity, but HireGenics was built on it. Founder Raj Sardana went from immigrant to tech leader when he started the company in 1998 with just five employees. Today, we are the largest North American MBE in the talent industry, certified through the National Minority Supplier Development Council (NMSDC).

HireGenics currently partner with an exclusive network of 400 diverse suppliers to offer candidate diversity at all levels, including women in technology, neurodivergent talent, LGBTQ+, refugees and immigrants, veterans, and others from historically under-represented

backgrounds. This helps ensure economic inclusion and broadens our clients' access to quality and expertise through our programs.

Our efforts were recognized by the NMSDC as one of less than 100 companies to be awarded "Corporate Plus®" status. And through our Tier 1 MBE Certification, all HireGenics' program spend is counted as Tier 1 diverse spend for our clients through our consolidated invoicing and payment services. HireGenics also tracks and reports on Tier 2 supplier spend through our diverse supplier marketplace.

Developing Higher Level Supplier and Talent Diversity

At HireGenics, we do more than just work with diverse suppliers. We mentor them. Through our supplier mentorship program, we help partners understand how to work with our enterprise clients, manage their growth, and build their overall business. That includes guidance on improving their time-to-fill, talent quality, fill rates, and retention.

We believe this mentorship is critical. After all, when our suppliers perform at a higher level, so do we and our clients. To ensure it, we manage

and monitor analytics to track suppliers' success and offer additional counseling as needed. And when we see an opportunity for a partner to benefit from their local NMSDC's business and marketing training, we make the connections to get them started.

Our deep relationship with diverse suppliers enables us to offer the highest quality diverse talent throughout our programs. For example, HireGenics has helped drive programs that:

Increase spend with veteran owned businesses.

Improve the inclusion of women in engineering for an aerospace and defense client.

Put more women into leadership roles at a large production client.

Increase the number of people of color in IT leadership positions.

A Higher Level Culture of DEI in the Workplace and Community

As a core component of HireGenics' mission, DEI is embraced within our workplace culture and outside it. Our inclusive environment celebrates differences and encourages dialogue and feedback, which has developed a culture of accessibility, respect and belonging.

Through Employee Resource Groups (ERGs), teams organize events that champion diversity and inclusion and create space for affinity groups. These include:

Pride Forward



Earth Advocates



Mosaic



Women's Initiative Network



Ability Champions



The ERGs promote employee engagement, foster a sense of community and belonging, and provide opportunities for networking, learning, and personal and professional growth.

Our DEI values extend into the community through our Corporate Social Responsibility (CSR) efforts. These include supporting local DEI initiatives and our diverse supplier partnerships.

DEI is in our DNA. It's why HireGenics knows and truly understands the value of diversity in the workforce. And why we're committed to sourcing higher level diverse talent for every client.

