



D&I in Action

SKY SANS CEILINGS



A91 Partners

"At A91 Partners we believe that a representative and diverse work force and work environment dramatically improves our chances of success in identifying the best investment opportunities, attracting a diverse set of founders and in supporting portfolio companies in a varied set of issues. Diversity is better for our business."

Process

Pool

**Interview
Process**

From

- Recruiter driven
- Narrow specification (Background, University)
- Single stage
- In person
- Continuous – with 3-4 interviewers

To

- Firm driven
- Broad specification (Background, University, Work experience)
- Three stage
- First – is online/ Telephonic
- Second – In Person
- Third – In Person with ‘Case analysis’ on problem statements circulated 1-2 weeks prior
- Same interviewers for all candidates

Impact

- 50% increase in diversity pool of candidates seen
- 100% increase in diversity recruitment