Improving Diversity using ERAS

• Mitigates Unconscious Bias
• Accountability
  Track % URM/women who:
    Apply
    Invited to interview
    Interview
    Rank to match
ERAS settings for diversity

• Make self identification viewable
  • (DIO sets default, will see changes)

• Set up a filter to track URM groups
  – (e.g. consider additional filters for status (invite, selected to interview, etc.)
Setup/Data Filter

The Data Filter allows you to screen sensitive information from view during the application evaluation process. Data in the Screened box will not be shown in the application, reports or filters. Hold the Ctrl key (Command key for Mac users) to select multiple items.
Should be able to see Self-ID data

<table>
<thead>
<tr>
<th>Personal Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
</tr>
</tbody>
</table>
| Self-Identification | Hispanic, Latino, or of Spanish origin  
                  | Puerto Rican  |
Make new filter