

Diversity and Inclusion in Tech - Building a more diverse and inclusive hiring process for Tech

The goal of this survey is to compile a list of challenges and issues we face for increasing diversity in the Technology Department through our hiring practices. [1] We are reaching out to you as a member of the Technology Department and want to understand your perspective on this front. Based on the result of this survey, the Diversity Group in Tech [2] will provide a series of recommendations to the department and Talent and Culture and will follow up on those recommendations until a closure (implemented or declined status) are achieved.

Note: Raw responses will only be available to the members of the Diversity Group in Tech [2]. This group will go over the responses and create a report based on this survey to be shared on our officewiki page [3]. No later than 90 days after the survey's completion, all raw responses will be deleted by this team. (Note that how long Google keeps these responses on their servers is not something we have control over, but you can be sure that at least this group will not have access to the raw responses after the end of the 90 days.)

We appreciate you taking the time to participate in this survey. If you have questions, please reach out to us by contacting leila@wikimedia.org.

[1] Note that we are well aware that diversity and inclusion does not stop at hiring a more diverse group of people. For a variety of good reasons, we have decided to start learning about our hiring and onboarding practices first.

[2] https://office.wikimedia.org/wiki/Diversity_in_Tech_Working_Group#Members_of_the_Working_Group

[3] https://office.wikimedia.org/wiki/Diversity_in_Tech_Working_Group

* Required

1. I am ... *

Mark only one oval.

- The (people) manager of a team
- an individual contributor or a tech lead in my team

2. I joined Wikimedia Foundation ... *

Mark only one oval.

- Less than one year ago
- One to three years ago *Skip to question 8.*
- More than three years ago *Skip to question 8.*

You've joined WMF in the last 12 months

Hearing your perspective is key to help us understand how we are doing throughout the hiring and onboarding of the newcomers.

3. What are the things you observed during your hiring process that we are already doing and you believe can help us hire more diversely? *

Please consider "hiring process" the period from when you find the job description all the way to getting hired.

4. What are the things that need improvement in our hiring processes to help us hire more diversely?

Please consider "hiring process" the period from when you find the job description all the way to getting hired.

5. Are there things we did during your onboarding process that were inclusive in nature and can help newcomers feel connected to the rest of the culture quickly?

"Onboarding" starts from your official start date to today.

6. What are the things that need improvement to create a more inclusive onboarding process?

Your answer can be team or department specific or related to the broader onboarding by Wikimedia Foundation.

7. What else do you want to share with us?

You are more than welcome to share anything you wish at this point. Diversity and Inclusion remains the focus of this question.

You've been here for some time now

You've been around for some time now. You may still remember some of the things you observed during your hiring process, and you may have had a chance to be part of interview panels, writing job descriptions, and onboarding newcomers.

8. What are the things you've observed during our hiring processes that we are already doing and you believe can help us hire more diversely?

Hiring process starts from the time that a job description is being put together all the way to onboarding the new hire.

9. What are the things that need improvement in our hiring processes to help us hire more diversely?

Please consider "hiring process" the period from when you find the job description all the way to getting hired.

10. What are the things that need improvement to create a more inclusive onboarding process?

Your answer can be team or department specific or related to the broader onboarding by Wikimedia Foundation.

11. What else do you want to share with us?

You are more than welcome to share anything you wish at this point. Diversity and Inclusion remains the focus of this question.

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