# Improving Diversity using ERAS

- Mitigates Unconscious Bias
- Accountability

Track % URM/women who:

**Apply** 

Invited to interview

Interview

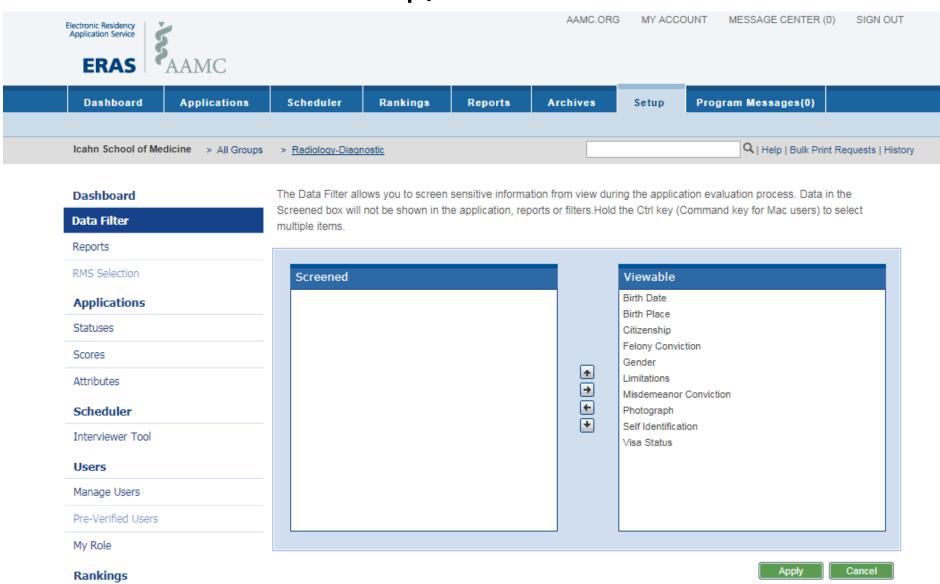
Rank to match

# **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



Comparison Tool

### Should be able to see Self-ID data

Personal Information	
Gender	Male
Self- Identification	Hispanic, Latino, or of Spanish origin Puerto Rican

#### Make new filter

