

# mana, n.

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Etymology: Maori

Power, authority, or prestige; an impersonal supernatural power which can be associated with people.

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## **Mana Search Equality, Diversity and Inclusion**

Equality, Diversity and Inclusion (ED&I) is at the foundation of a healthy and successful organisation. The business case of valuing ED&I is clear: organisations which value and embrace equality and diversity are more innovative, sustainable, competitive, and enjoy enhanced employee engagement.

In order for businesses to attain ED&I, their efforts must begin with recruiting, attracting, and retaining diverse talent. Search firms therefore have a particular responsibility to uphold the highest standards of equality and diversity.

Mana Search's commitment to finding the best candidates for the role impacts our search process and how we consult with our clients. Below we outline six main action points which we must take into account during our processes.

*Client diversity goals:* During initial discussions with our clients we enquire about the company's current workforce and establish if recruiting women, ethnically diverse individuals, or other minority groups is a priority for the company. We support our clients in developing clear targets and plans for bettering diversity within their businesses.

*Job Descriptions:* We work with our clients to write non-discriminatory role descriptions which are framed in an inclusive manner. We challenge our clients where appropriate to reconsider specific role parameters which may deter qualified candidates from applying. We aim to ensure that every person who is qualified for the role feels comfortable and confident pursuing it.

*Expanding the candidate pool:* We strive to actively engage with a broad range of candidates and to continuously expand our own networks. We work to do this by tapping into a number of different platforms and communities when sourcing candidates, as well as by using our own extensive referrals network which is ever-evolving to include people with more diverse backgrounds. We actively invest time and resources into developing relationships with future diverse candidates.



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*Candidate care:* We provide appropriate support to candidates by guiding them throughout the process. This support includes preparing candidates for interviews and answering any questions they may have. We invest into each of our candidates and strive to build relationships with them founded on mutual respect. We aim to provide a safe space where candidates feel comfortable voicing any concerns they may have.

*Shortlisting candidates:* When presenting shortlisted candidates to the client, we strive to provide a diverse group of candidates which noticeably includes women and ethnic minorities. We actively work to reduce the impacts of unconscious bias when selecting candidates to be shortlisted. We ensure that the shortlist presented is reflective of the diverse talent pools which we have tapped into during our search.

*Signalling commitment:* Using our networks and various social media platforms, we work to signal our commitment to supporting diversity, equality and inclusion in the workplace. In particular, we utilise our Searching for Mana Podcast as well as our publication Mana Desk to broadcast our appreciation for ED&I, and to provide a platform where diverse leaders in the Fintech space can share their stories and voices. We aim to conduct our own research into ED&I within Fintech to ensure that we are knowledgeable of and active contributors to the broader ED&I conversation.