

Canidium 2024 Diversity Report

Canidium is erasing barriers to excellence by fostering diverse talent. Here's how we are doing it:

"Everyone is extremely accessible, especially the managers." - Consultant

"This job has exceeded my expectations in almost every way." - Analyst

"Before Canidium I just felt like a number, not a person. At Canidium, I feel valued." - Sr Analyst

"This company has fostered a positive work environment, I can truly say I love my job."

Gender Equality

While the tech sector as a whole still [falls behind in terms of gender equality](#), Canidium is forging ahead. Women only hold [26.7%](#) of jobs across big tech firms. However, at Canidium, the women in our workforce are beating the odds by making up 36% of our team.

Furthermore, we're charting an even brighter path forward with women in both our executive leadership and 3 out of 5 of our practice leadership teams.

Educational Range

Research from the [Harvard Business Review](#) suggests that increased cognitive diversity leads to higher productivity, innovation, and improved decision-making. At Canidium, we bring together team members with diverse educational backgrounds, including unique fields like anthropology, physics, mathematics, and geology, giving us the ability to find unique solutions to traditional technology challenges. We also offer up to \$1,000 to each employee annually through our education reimbursement program.

Age Diversity

Knowledge transfer between mixed age groups in the workforce [increases motivation for both younger and elder peers](#). Canidium leverages both the wisdom that comes from experience and the innovation that youth can bring through the diverse generational makeup of our teams.

LGBTQ Inclusion

The LGBTQ community is growing quickly. [Gen Z is 6 times more likely to identify as LGBTQ than their Gen X counterparts, and as Gen Z will make up 30% of the workforce by 2030](#). At Canidium we foster a culture that celebrates and welcomes all identities through our [Learning Program](#) [Management Office's](#) Safe Zone and Allyship training.

Multicultural Makeup

Highly racially and ethnically diverse companies are [35% more likely to see financial returns above their national industrial median](#). Canidium's diverse workforce, spanning 7 countries and 27 states, is one of our greatest strengths.

Accessibility

Companies that stand out in terms of disability and inclusion see [28% higher revenue, twice the net income, and 30% higher profit margins](#). At Canidium, we avoid hiring bias by implementing personality and cognitive testing as a part of our interview process. This allows us to base hiring decisions not on subjective opinions (which can be influenced by unconscious bias), but on objective, consistent, and comprehensive candidate assessments.