Challenges with Existing Diversity Forms in the North-America Job Career Portal using Oracle Talent Acquisition Cloud System

Sai Raj Kondogi Shiridi

Oracle Certified HCM Cloud Architect & Implementation Specialist
Individual Contributor
Austin, TX, USA.

Abstract:
This paper delves into the intricacies of the prevailing challenges entwined with the extant diversity forms integrated into the North-America Career Portal and endeavors to illuminate prospective solutions. Diversity forms serve as indispensable instruments for procuring pivotal demographic insights during the application process. Nevertheless, the architectural constraints inherent in the Oracle Talent Acquisition Cloud system impede its flexibility to seamlessly accommodate the evolving requisites of diversity data collection.
Keywords: *Diversity forms, Oracle Talent Acquisition Cloud, Challenges, Diversity data collection, North-America External Career Portal.*

I.   Introduction

Diversity forms are essential tools for the collection of vital demographic information, including gender and ethnicity, within the application process. They serve as foundational components in the promotion of diversity and inclusivity within organizational settings. Nevertheless, the current infrastructure of the North-America Career Portal encounters significant impediments when confronted with the ever-evolving demands of diversity data collection. This paper aims to delve into the intricacies of these challenges and present potential solutions for a more adaptable and inclusive system.

II.   Diversity Forms: Definition and Significance

2.1 Understanding Diversity Forms
A diversity form serves as an indispensable instrument for capturing essential demographic data from applicants throughout the hiring process. This data, encompassing factors such as gender, ethnicity, and more, plays a pivotal role in aiding organizations in their pursuit of advancing diversity and fostering a culture of inclusion.

2.2 Significance of Diversity Forms
Diversity forms serve as vital tools that empower organizations to track, analyze, and execute strategies aimed at bolstering diversity and inclusivity within their ranks. These forms are pivotal not only for aligning with legal mandates but also for nurturing a workplace that thrives on diversity. Their importance extends to:
Strategic Insights: Diversity forms provide organizations with invaluable data that informs strategic decisions. By tracking diversity metrics, organizations can make informed choices to enhance workforce diversity and create inclusive environments.
Compliance: Compliance with legal requirements is a critical facet of diversity and inclusion efforts. Diversity forms ensure that organizations adhere to anti-discrimination laws and regulations, mitigating legal risks.
Benchmarking: Organizations can benchmark their diversity progress against industry standards and peers. This enables them to identify areas for improvement and set realistic diversity goals.
Inclusive Culture: The data collected through diversity forms helps organizations measure their progress toward fostering an inclusive culture. It informs initiatives that promote equality, equity, and diversity within the workplace.
In essence, diversity forms are not mere administrative documents but vital instruments that underpin an organization's commitment to diversity and inclusion, compliance with the law, and the pursuit of a more equitable and diverse workforce.

III. Oracle System Design Challenges

3.1 Limitations of Oracle Talent Acquisition Cloud

Within the architecture of the Oracle Talent Acquisition Cloud system, there exists a single EEO/Diversity form residing in the Recruiting module. However, this system is not without its pronounced challenges, marked by two key limitations:

Inability to Augment Content: One of the notable constraints is the system's inability to accommodate the addition of supplementary content to the existing form. This rigidity prevents the seamless inclusion of new data elements essential for evolving diversity data collection requirements.

Customization Challenges: While the system does offer support for the incorporation of custom questionnaires, the task of amalgamating these customized elements with the ever-evolving demands of diversity data collection into a unified and coherent form presents a substantial challenge. The customization process is beset with intricacies that must be carefully navigated. These limitations underscore the pressing need for innovative solutions that can surmount these hurdles and enable the effective adaptation of the system to the evolving landscape of diversity data collection.

IV. Proposed Solutions:

In response to the challenges stemming from the current Oracle system design there are two prospective solutions:

4.1 Utilize the Existing Diversity Form

Our first solution advocates for the utilization of the Diversity Form already furnished by Oracle. This approach leverages the system's capacity to integrate custom questionnaires, thus accommodating the evolving diversity data collection requirements. By capitalizing on the existing framework provided by Oracle, organizations can harness a proven system while making necessary enhancements through custom questionnaires.

4.2 Layered Questionnaire Approach

The second proposed solution entails the implementation of a layered questionnaire approach. This involves augmenting the existing Diversity Form with a supplementary set of questions that align with evolving diversity data collection needs. This layered approach ensures compatibility and completeness, enabling organizations to collect the requisite data seamlessly while maintaining the integrity of the existing form.

Both solutions aim to address the challenges posed by the Oracle system's constraints, providing a path forward for organizations to enhance their diversity data collection capabilities within the North-America Career Portal. The choice between these solutions may hinge on specific organizational needs and the extent of customization required.

V. Conclusion

The challenges confronted by the prevailing diversity forms within the North-America Career Portal underscore the imperative for innovative solutions. Through the strategic utilization of the existing Oracle Diversity Form and the addition of a complementary layer of questions, we aspire to elevate the diversity data collection process. This concerted effort not only addresses immediate challenges but also contributes to the overarching goal of cultivating a more inclusive and diverse workforce, firmly aligning with the organization's core objectives. In an ever-evolving landscape of diversity and inclusion, adaptability and creative solutions remain essential for progress.

Acknowledgments

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