



MEVITAE



EESI

# Environmental and Energy Study Institute

## Case study

# Summary information

The Environmental and Energy Study Institute (EESI) is a US-based non-profit organization informing **decision-making on energy and environmental policies**. The environmental field attracts many applicants; however, people of color are underrepresented amongst these numbers. Committed to challenging this with a goal of **increasing diversity of thought and perspective**, EESI developed a diversity, equity, and inclusion strategy at the start of 2020 which included the implementation of a **blind recruiting process for staff and interns**.

After manually redacting hundreds of applications, EESI was stretched for time and resources, which led them to research alternative methods to speed up the process. With a specialist blind recruiting solution that integrates into many third-party Application Tracking Systems (ATS), MeVitaе stood out amongst competitors and was employed alongside JazzHR's ATS at the **start of last year**.

Over the last fourteen months, EESI has used MeVitaе to redact **thousands of documents**, saving them **countless hours**, and giving them the reassurance that all applicants are judged fairly while reducing the chance of implicit biases creeping in. As a result, EESI has focused its outreach and have received applications from a significantly greater proportion of **racially diverse candidates**.



## Company overview:



Founded 1984



United States of America



Non-profit Organization



14 staff



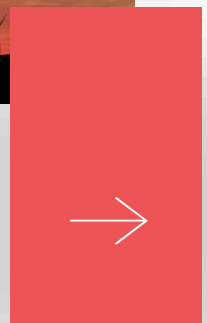
10 paid interns/year



# About EESI

Founded in 1984 by a bipartisan group of members of the United States Congress, EESI informs the debate and decision-making on **energy and environmental policies** and is dedicated to finding solutions to one of the greatest challenges in human history: **climate change**.

With a **vision** of a **sustainable, resilient, and equitable world**, today their **mission** is to advance **science-based solutions** for climate change, energy, and environmental challenges.



# Challenges

As working to help solve the climate crisis is a field that has gained increasing popularity amongst students and early career professionals, EESI has received a growing number of applicants, making the selection rate between 1-4% for obtaining a position or an intern spot. Within the environmental field, people of color are underrepresented, making up only **16% of environmental organization staff**, compared to the **38% in the general US population** [\[1\]](#), and this was a trend apparent in EESI's applications.

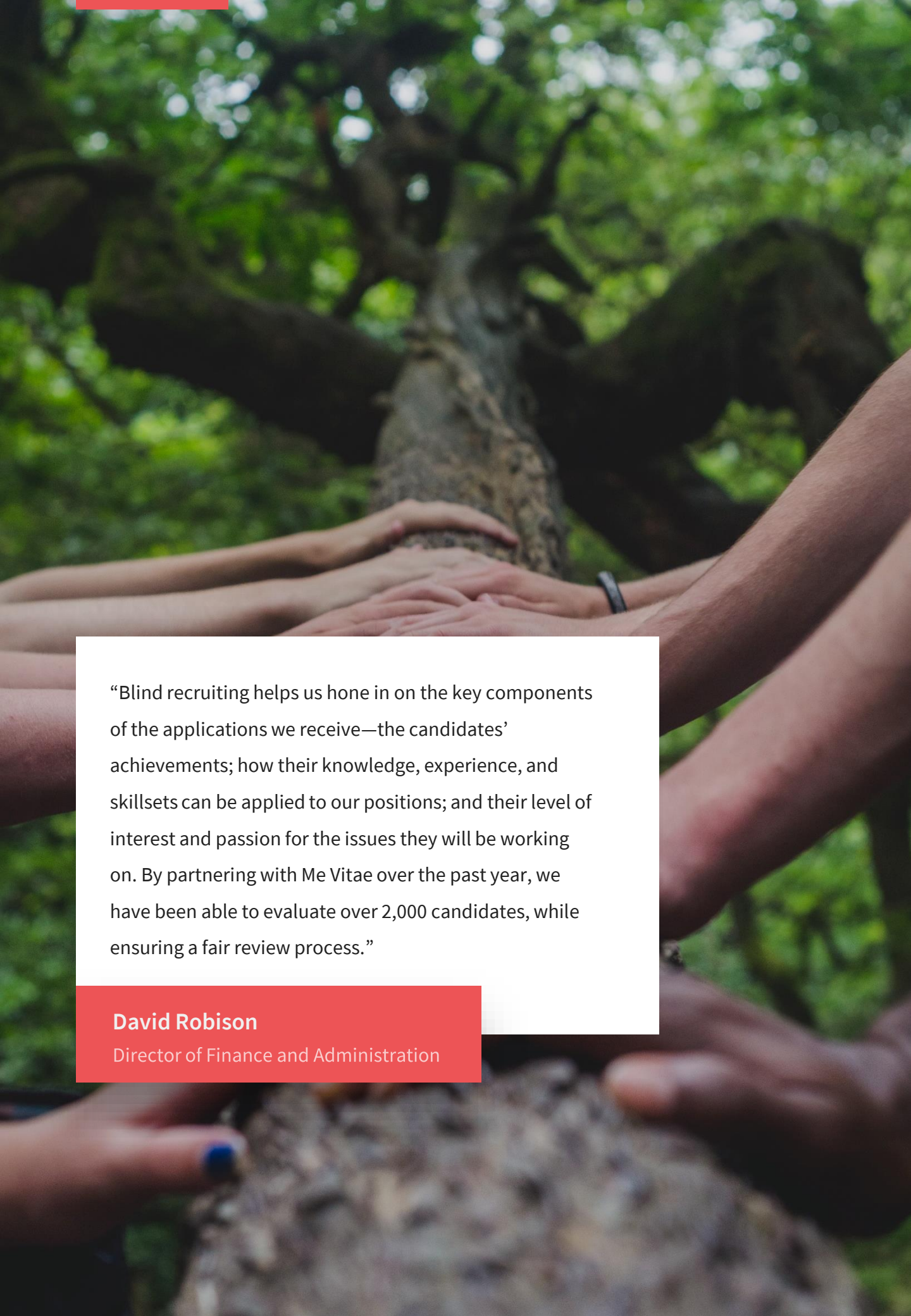
EESI's commitment to diversity of thought and perspective led them to develop a **diversity, equity, and inclusion strategy** at the start of 2020. The year prior to developing a DE&I strategy, recognizing the importance of the internship for obtaining a first professional position, EESI began paying interns to increase the accessibility of the program.



# Challenges



Their next step involved implementing blind recruiting to eliminate implicit bias from the hiring process. Originally, EESI **manually redacted** personal information prior to assessing candidates, and in the first semester this was instituted, they manually redacted over **300 applications**. While EESI was committed to the ideals of blind recruiting, manually redacting applications was “a time-consuming process, which stretched our internal capacity”, recalls David Robison, Director of Finance and Administration, and so they needed a third party to “streamline the process”.



“Blind recruiting helps us hone in on the key components of the applications we receive—the candidates’ achievements; how their knowledge, experience, and skillsets can be applied to our positions; and their level of interest and passion for the issues they will be working on. By partnering with Me Vitae over the past year, we have been able to evaluate over 2,000 candidates, while ensuring a fair review process.”

**David Robison**

Director of Finance and Administration

# Solution

EESI researched various companies before deciding on MeVitae. “What sets MeVitae apart is that they specialize in the blind recruiting component while integrating with a **third party ATS**”, says David. “By integrating with several ATS providers, we were able to choose the best fit, and as we converted to our first ATS, Jazz HR, Riham (MeVitae CEO) went above and beyond, working with us to process application submissions sent by email.”

Now, EESI uses MeVitae’s blind recruiting solution to redact such personally identifiable attributes as a candidate’s **name, gender, race, schools attended, location, and hobbies**. They do not know the name of the applicant until they are preparing for the in-person interview. Since implementing blind recruiting, EESI has been able to collect voluntary, anonymized demographic data, which helps them measure whether they are successfully reaching more diverse candidates, which has proven to be invaluable.

David also noted the **high specialisation** of the blind recruiting solution, stating that “you can tell a lot of thought and consideration went into the solution, as the team is constantly **tweaking and fine tuning the** redactions so that they can be as accurate as possible”.



# Outcomes

EESI have been using MeVitaе’s blind recruiting solution for 14 months now. Prior to this, EESI were spending 10 minutes processing the redactions for each candidate, taking them 50 hours to sift through 300 applications. With MeVitaе’s automated solution, EESI can redact **double** the number of CVs in just **6 seconds**, saving their team countless hours.

With MeVitaе, EESI also have “Peace of mind knowing that no implicit biases are factoring into candidate assessments,” said David. “Often you question if you are being fair, for example, whether an applicant from a school you are less familiar with is being assessed as fairly as someone from a more familiar school. By redacting information such as school name, we eliminate the chances of assessors focusing on certain details, ensuring that the best candidate gets the job”, David details.

Since communicating their blind hiring selection process using MeVitaе in job announcements, EESI has increased its outreach to a **larger number of schools** and has attracted a significantly **greater range of racially diverse candidates, especially for the internship.**







**M E V I T A E**

To learn more about how MeVitae can  
help your team, visit

<https://www.mevitae.com/> or

contact us at [hello@mevitae.com](mailto:hello@mevitae.com).