



# Diversity for Portfolio Companies

## COMPANY

This company is a globally leading venture capital firm in Silicon Valley, California, that supports the world's most innovative entrepreneurs building the future through technology. They have an investment portfolio of more than 200 high-growth tech companies.

## CHALLENGE

The company's goal is to provide a reliable diversity hiring solution for their portfolio companies to access software engineering talent. In addition, they also needed to hire engineers internally. The company had started a new investment fund with the mission of supporting culturally aware tech companies. Their goal was to connect with more candidates from diverse backgrounds and provide a talent pool to new companies they invest in through the new fund.

## SOLUTION + RESULTS

Since implementing Shtudy's diversity hiring solution, the company's recruiting team received a significant increase in qualified and ethnically diverse candidates within their talent pipeline. The number of diverse candidates in their talent pipeline increased by more than 20%. With Shtudy's help, the company achieved a 3-to-1 interview-to-hire ratio, resulting in successfully hiring more diverse talent.

**3:1 INTERVIEW TO  
HIRE RATIO**

**20% INCREASE IN  
DIVERSE CANDIDATES IN  
TALENT PIPELINE**

"I see why companies love working with Shtudy on hiring and recruiting! We are grateful for your help here! We plan on continuing to partner with you even more in the future. You make hiring so much easier to grasp both for us and our portfolio companies!"

*- Megan, Managing Partner*