

Derek: When I joined Indeed, I felt old. I'm nearly over three years at the company, I'm still in my thirties and I was like I shouldn't feel like this. I shouldn't feel old. It is a very young company so what we want to make sure is that if you are of a different generation, older or younger, that you feel that you are part of the Indeed family.

Shraya: The All Generations Empowered IRG is the IRG that focuses on multi-generational inclusivity. We do everything from community outreach to networking to peer-to-peer learning events. Our goal is really just to bring all the generations of Indeed together and really increase that diversity as well.

Derek: If I help somebody of a different generation feel like they can apply for a job at Indeed and then they get hired, they bring a vast amount of experience and expertise that a younger member of staff may not have yet.

Stacy: For me, it was very personal. I am under 2% of the workforce at Indeed. There are things that we can do as a company to help people who are considered old for tech.

Shraya: I am passionate from a learning and development perspective. I think everyone brings something to the table. Everyone has something to teach and that's the mission that I stand behind when looking at programs like mentorship.

Aoife: The one accomplishment I'm most proud of is that I actually when I introduced myself as being part of the inclusion group, it gets a conversation started. The reaction that they mainly get is surprise and more questions because you are all of sudden creating this safe space where people go "what is the issue actually regarding age? I've never thought about it myself."

Derek: I think there's definitely a shift. I think we're only a couple years up and run, so we're definitely getting to that journey, but it's becoming more and more of an understanding that different generations are welcome at Indeed and no matter what generation you are, you can be a part of the Indeed company.