

URL: <https://stvp.stanford.edu/clips/employer-activism>

Pilot founder and CTO Jessica McKellar strongly believes that employers can create positive change through their hiring and management practices. In Pilot's case, that especially means creating opportunities for the formerly incarcerated and those with criminal records.



Transcript

- Well, being realist about why we do this.. 00:00:05,590 Like why do I work so hard building this company.. And, you know, a lot of that is about the economic upside of having a successful startup, right for sure.. You know, taking that as a given.. Another thing that is really important to me is the tremendous opportunity and I would say obligation that you have as an employer.. You know, there are a lot of decisions that you're making explicitly or implicitly through the way that you hire and the way that you conduct yourselves you know as a company and you know, in support of employees at the company.. And so I take that responsibility very seriously.. And so you know, our company values the way that we think about kind of the employee life cycle and supporting employees.. The way that we think about our recruiting strategy they're all an extension of like values into the world.. And so you've got, you have values whether or not you say what they are, and so, you know, being explicit about them and then you know, living up to them is really important to me..

I think one particular aspect of this that, you and I had talked about before.. So just maybe to highlight it in particular is one of the things that Pilot is maybe most known for on the hiring front is kind of creating space for, and changing the narrative around hiring folks who have records, into the, all these, I mean, great, phenomenal tech jobs that have great benefits and great pay and all this career growth potential.. Like it's like the economic upside again, of being at a Tech company is so tremendous and can really change the lives of people and their families.. And so making sure that we're intentional about being a place where folks from a wide range of backgrounds, including folks who are formerly incarcerated can like get in the door and be successful, has been really important.. So we've done a lot of work, on, yeah.. So kind of hiring and supporting folks with records.. And this is across a bunch of different functions of the company, like folks in engineering, like folks on the operations side, support, sales, like really everywhere.. And it's not, it's like, it's not like it's an active charity, it's like, we first think these people are really good at what they do.. And you know, your loss, if you, other companies don't recognize that there's all of this talent that may just not pattern match super easily against, the ways that folks have hired into the Tech industry in the past..