

## **Broaden the networks we use to find candidates**

## **Implement programming to increase cultural awareness and understanding**

## **Advise Senior Leadership on company policies and procedures with regard to Diversity & Inclusion**

## **Collect data for diversity & inclusion efforts**

- Review current hiring processes and practices for determining qualified and diverse candidates
- Build a database of organizations to share job postings with so that hiring managers have a resource
- Support managers in their hiring process when needed

- Create more team building opportunities (inside the office or in the community) to learn more about the individuals we work with and the communities we serve
- Implement in-person and online trainings
- Create spaces/opportunities where we can discuss issues, challenge bias, and promote organizational changes
- Launch an internal D&I Blog

- Raise awareness of employee relation issues that come to the committee (when appropriate)
- Participate in the revision process of the employee handbook
- Participate in product development conversations
- Recommend community involvement/donation opportunities
- Support internal & external communications

- Assess current climate (data of workforce demographics, morale)
- Create a process for consistent data collection and review
- Set metrics for the future

