



Some examples of Diversity, Equity and Inclusion tactics within the HR / People functional areas.

Area of Focus	Examples of diversity, equity and inclusion work
Sourcing	• Blind resume reviews and auditions using Gapjumpers • Career fairs at colleges and universities that have diversity • Connections with student groups for under-represented groups • Returnship program to support the return-to-work of caregivers who had taken time out of the paid workforce
Recruiting	• Standard recruiting practices and candidate evaluation • Removing biased language and 'desired' skills and requirements from job description
Onboarding	• Unconscious bias and interrupting bias training • Team introductions using activities that help build relationships and make people feel included
Compensation	• Non-negotiable salaries for entry-level roles • Bi-annual equity review • Clear promotions and compensation review processes
Performance - Individual and Team	• Guidelines for writing performance reviews • Evaluation of reviews for biased language • Coaching on team operating system to ensure everyone's voice and perspective is heard
Environment	• Review of physical environment for things that make others feel excluded • Interrupting bias training
Leadership support	• Deeper unconscious bias and interrupting bias training • Commitment to DE&I strategies and tactics