

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