8 Ways To be Inclusive That Have Nothing To Do With Hiring

1. Title and level within the company

✓ Assuring that rank and pay are fair helps keep people of color and women from being under-leveled and underpaid.

2. Rate and time of promotions

✓ Take a closer look at the way promotions are given. This offers a key indicator for how women and minorities are judged at a company.
✓ As yourself the questions, do minorities have to “count more wins” than everyone else to get promoted? How is success defined for the job? Is that a static comparison, all things being equal? How long does it take to achieve goals compared to other employees?
✓ Ensure that there are routine and consistent expectations for a role, metrics to determine success are clear and communicated, and all employees subject to those expectations are provided equitable opportunities to achieve said goals.

3. Access to special projects

✓ Professional development should be offered to all employees and not just a select few.
✓ Professional development opportunities should not be based on who you know, with key projects and roles being passed around an insular network. If a company is providing equal access to these opportunities, it’s an indicator that equity and the best ideas and execution rule the day.

4. Exposure to upper management

✓ Companies need to provide exposure to decision makers to empower employees to make decisions with impact and provide autonomy.
✓ Value the contributions of employees with inclusion in high visibility work or publicity about company achievements to denote, and not just delegation of the grunt work.

5. Evaluate partnerships

✓ Companies must track pipeline program participants and their results of the programs e.g., college matriculation rate, selected major, admission to accelerators or other tech focused training programs, and employment rates.
✓ Demonstrate a level of commitment by providing transparency into the success of the programs companies are funding. This demonstrates a level of commitment the company has to actively solving the problem, instead of passively donating money for publicity and a tax write off.
6. Check support groups
✓ Explore how integrated and influential are employee resource/affinity groups (ERGs) in a company.
✓ Track the participation rate of ERGs, their programming, and any result in uptick in hiring and/or promotion to obtain information illustrating the engagement of a certain population of the company and commitment to their jobs

7. Consider age, too
✓ Since recruiting newly minted college students is not the goal for all organizations, provide perks that appeal to older employees with families is essential.

8. Supplier Diversity Program
✓ A supplier diversity program is mandated for government contractors, but not the private sector. Be a proactive business program which encourages the use of minority-owned, women owned, veteran owned, LGBTQ owned, and differently able owned businesses to provide goods and services.
✓ Implement a supplier diversity program to drive innovation with a rush of new ideas, products, and services to promote economic opportunity, and to assure that a company offers products and services that are culturally nuanced and attuned to do business in all markets.

References