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

# 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.

# 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.

# 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.

# 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.

# 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.

# 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

# 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.

# 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

*8 ways to measure diversity that have nothing to do with hiring*. (n.d.). Fortune. Retrieved July 27, 2020, from https://fortune.com/2017/04/20/workplace-diversity/