**TASK: 02**

**1. Objective: Make ENGRO Corporation More Diverse and Inclusive**

* **Goal**: Build a culture that welcomes different people, treats everyone, and includes all. This will boost new ideas, make employees happier, and help the company do better.

**2. Description: Help Create and Put DEI Plans into Action**

* **Goal**: Back ENGRO Corporation as it makes and carries out rules, programs, and projects to address diversity, fairness, and inclusion throughout the company.

**3. Key Steps:**

**1. Looking into What Works Best for DEI and What's New**

* **Action Items**:
  + Analyze DEI programs in similar industries.
  + Spot global and local DEI trends to adapt to ENGRO's situation.
  + Compare with other top companies to grasp successful DEI models.
* **Expected Outcome**: A well-researched report showcasing DEI best practices customized for ENGRO Corporation.

**2. Creating DEI Training Programs and Materials**

* **Action Items**:
  + Create training programs to teach workers about DEI ideas, like hidden biases understanding different cultures, and leading in an inclusive way.
  + Develop training materials that ENGRO can customize such as guidebooks online lessons, and group sessions that tackle ENGRO's specific issues.
  + Include a range of people in the creation process to make sure it's relevant and effective.
* **Expected Outcome**: Full training programs and resources that give workers the know-how and skills to support DEI.

**3. Creating DEI Events and Projects**

* **Action Items**:
  + Organize and hold events like diversity days cultural awareness programs, and panel talks with diverse speakers.
  + Start Employee Resource Groups (ERGs) or affinity groups to make spaces for underrepresented groups.
  + Team up with outside organizations to carry out joint DEI projects and get involved in the community.
* **Expected Outcome**: A lineup of interesting and powerful DEI events that build a feeling of belonging and inclusion among workers.

**4. Examining DEI Metrics and Suggesting Ways to Improve**

* **Action Items**:
  + Gather info on diversity metrics, like workforce makeup, hiring, and promotion rates.
  + Check how happy and involved employees are through DEI-focused surveys.
  + Look at this info to spot gaps and areas to get better, and give doable suggestions.
* **Expected Outcome**: A thorough breakdown report with clear ideas to boost DEI work at ENGRO Corporation.