



Your DEI Report

Congratulations on achieving a 70-80% inclusive score range! This score indicates that your company has a strong commitment to creating a diverse, equitable and inclusive workplace. Here are some suggestions to maintain and improve your inclusive culture:

- Keep prioritizing DEI efforts: Your company is doing well in terms of diversity, equity, and inclusion, and it's important to keep that momentum going. Make sure DEI efforts are a top priority for your organization and that leadership is actively engaged in promoting inclusivity.
- Expand diversity initiatives: While your company is already doing well in terms of DEI, there is always room for improvement. Consider expanding diversity initiatives to ensure that all employees feel valued and included. This could include increasing representation in leadership positions, promoting allyship, and celebrating different cultures and backgrounds. In case you are considering your recruitment practise use the startup side of our platform www.remostarts.com move on to the talent request side to get access to vetted underrepresented talents from all backgrounds locally and globally as well as tools that can help hire inclusively.
- Foster a culture of inclusivity: To maintain and improve your DEI score, it's important to foster a culture of inclusivity. This means creating a safe and welcoming environment for all employees, regardless of their identity or background. Encourage open communication, provide training on unconscious bias, and ensure that all employees are treated fairly and with respect.
- Measure progress: To continue improving your DEI score, it's important to measure progress and track key metrics. Regularly survey employees to gauge their satisfaction with DEI initiatives, and set goals for increasing representation in underrepresented groups. Use data to identify areas for improvement and adjust your strategy as needed.





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- **Expand DEI policies:** While your company likely already has some DEI policies in place, consider expanding these policies to ensure that they are comprehensive and up-to-date. This could include policies related to hiring and promotion, pay equity, and workplace accommodations. Make sure these policies are easily accessible to all employees and are regularly reviewed and updated as needed. You can contact us as well to design an inclusive DEI policy for your company or use our tools section to get an in-depth DEI policy creator.
- **Provide opportunities for feedback:** To maintain and improve your DEI score, it's important to provide opportunities for feedback from employees. This could include regular check-ins with managers, anonymous surveys, or focus groups. Use this feedback to identify areas for improvement and make changes that will help your organization become more inclusive.
- **Partner with diverse organizations:** Consider partnering with organizations that represent diverse groups to further your DEI efforts. This could include partnering with local LGBTQ+ organizations, supporting minority-owned businesses, or participating in events that celebrate different cultures and backgrounds. To facilitate these kind of partnerships you can contact us at info@remostarts.com to help you further.
- **Train managers and leaders:** Your company's leaders play a critical role in promoting DEI, and it's important that they have the tools and knowledge they need to be effective. Provide training on unconscious bias, inclusive leadership, and best practices for promoting diversity and equity. Ensure that managers and leaders are held accountable for promoting DEI and that they are actively engaged in supporting underrepresented groups.
- **Recognize and celebrate diversity:** To maintain an inclusive culture, it's important to recognize and celebrate the diversity of your employees. This could include hosting cultural events, recognizing holidays that are important to different groups, or creating employee resource groups. Encourage all employees to participate in these initiatives and ensure that everyone feels valued and included.





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- Foster a sense of belonging: Finally, to maintain and improve your DEI score, it's important to foster a sense of belonging among all employees. This means creating an environment where everyone feels like they belong and are valued. Encourage team building and collaboration, promote transparency and communication, and ensure that all employees are treated fairly and with respect. If you have any questions or would like further guidance, please don't hesitate to reach out.

Yours Sincerely
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