



## Your DEI Report

Congratulations on achieving a 41-50% inclusivity score! You have made progress in creating a more diverse, equitable, and inclusive workplace, but there is still room for improvement.

Here are some specific suggestions for continuing to improve inclusivity in your organization:

**Conduct a diversity and inclusion audit:** This will help you identify any areas of your organization that may be less inclusive, such as disparities in hiring, promotions, or pay. Once you have identified these areas, you can take steps to address them and create a more equitable workplace.

**Create a diversity, equity, and inclusion (DEI) committee:** This committee can be responsible for setting DEI goals, tracking progress, recruitment and making recommendations for how to improve inclusivity in your organization. Be sure to include employees from diverse backgrounds and levels of the organization, don't forget that we can help you hire more diverse talents to help increase your companies diversity. You can contact us as well to design an inclusive DEI policy for your company and structure for the committee.

**Offer diversity training:** Provide all employees with training on unconscious bias, cultural competence, and the importance of inclusivity. This can help create a more inclusive workplace by increasing awareness and understanding of diversity issues. To facilitate these kind of trainings you can contact us at [info@remostarts.com](mailto:info@remostarts.com) to help you further.

**Create an employee resource group:** Encourage employees from underrepresented groups to form a resource group where they can discuss their experiences and share their perspectives. This can help create a sense of community and support for these employees.





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Review your recruitment practices: Consider ways to attract a more diverse pool of candidates, such as posting job openings in different forums or at different organizations. Also, ensure that your job descriptions are inclusive and do not contain any biased language. For such recruitment practice use the startup side of our platform [www.remostarts.com](http://www.remostarts.com) move on to the talent request side to get access to vetted underrepresented talents from all backgrounds locally and globally.

Remember, inclusivity is an ongoing process, and there is always room for improvement. By implementing these suggestions and continuing to prioritize DEI in your organization, you can create a more inclusive workplace for all employees.

