



Your DEI Report

Congratulations on reaching the 51-60% inclusive score range! This score indicates that your company has made some efforts towards diversity, equity and inclusion (DEI) initiatives, but there is still a lot of work to be done. Here are some suggestions to improve your inclusive culture and increase your DEI score:

- Conduct a comprehensive diversity, equity and inclusion audit to identify areas where your company can improve.
- Establish an inclusion council or committee that includes employees from diverse backgrounds to help guide your DEI efforts and promote inclusion.
- Develop and implement a DEI policy that outlines your company's commitment to creating an inclusive work environment and addressing any instances of bias or discrimination. You can contact us as well to design an inclusive DEI policy for your company.
- Offer training programs for managers and employees on topics such as unconscious bias, cultural competence, and diversity and inclusion.
- Increase your recruitment efforts by partnering with organizations that focus on diversity and inclusion, attending job fairs aimed at underrepresented groups, and revising job descriptions to be more inclusive. For such 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.
- Conduct regular employee surveys to gather feedback on your company's DEI efforts and identify areas for improvement.
- Develop employee resource groups (ERGs) that focus on specific identities or interests to help create a sense of community and inclusion in the workplace.
- Create a mentorship program that pairs employees from underrepresented groups with mentors who can provide guidance and support.
- Review your company's benefits and policies to ensure they are inclusive and meet the needs of all employees, including those from diverse backgrounds.





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- Celebrate diversity and promote inclusion by organizing events and activities that showcase different cultures and identities.

By implementing these suggestions, your company can continue to improve its DEI score and create a more inclusive and welcoming workplace for all employees. If you have any questions or would like further guidance, please don't hesitate to reach out.

