



Your DEI Report

Thank you for using our DEI score predictor to assess your company's diversity, equity, and inclusion. Based on our analysis, your company's DEI score falls in the range of 31-40%

- Your Score indicates some level of progress in your efforts to improve your DEI score! Based on our assessment, there are several areas where you are excelling and others where there is room for growth.
- One area where you are doing well is in your commitment to inculcating various training for all employees irrespective of their backgrounds. However, we suggest taking this a step further by:
- Offering ongoing training opportunities, including leadership development programs for employees from underrepresented groups. This will help empower individuals to advance in their careers and contribute to the overall diversity of your leadership team.
- Additionally, it's important to review your current policies and practices to ensure that they are inclusive and equitable. This could include your hiring and promotion practices, pay equity, and accommodations for employees with disabilities. Consider implementing blind recruitment practices to reduce unconscious biases during the hiring process and conducting regular pay audits to ensure equal pay for equal work. For such recruitment practice 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. You can contact us as well to design an inclusive DEI policy for your company.
- Another crucial aspect to consider is fostering a sense of belonging within your organization. Encourage employee resource groups (ERGs) or affinity groups that provide a safe space for employees with shared identities or experiences. These groups can play a vital role in creating a sense of community and fostering a supportive environment.





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- To further enhance your DEI efforts, it is essential to expand your outreach and recruitment strategies. Actively seek out partnerships with organizations that focus on diversity and inclusion, such as minority-serving institutions, women in tech groups, or LGBTQ+ professional networks. This will help attract a more diverse pool of talent and showcase your commitment to creating an inclusive workplace. To facilitate these kind of partnerships you can contact us at info@remostarts.com to help you further.
- Furthermore, consider conducting regular employee surveys or feedback sessions to gauge the experiences and perceptions of your employees. This will enable you to identify any potential areas of concern or improvement and tailor your DEI initiatives accordingly. Actively listen to your employees' voices and involve them in decision-making processes related to DEI.
- Lastly, ensure that diversity, equity, and inclusion are embedded in your company culture and values. Encourage open discussions on DEI topics, celebrate diverse perspectives, and promote allyship within the organization. By fostering a culture that values and embraces differences, you will create an environment where all employees feel respected and included.

We hope that these additional suggestions will contribute to your ongoing efforts in building a more inclusive workplace. If you have any questions or would like further guidance, please don't hesitate to reach out.

Sincerely, Remostart

