

# DEI DO'S & DON'TS CHECKLIST

## QUICK GUIDE FOR ATTRACTING DIVERSE TALENT POOLS

1.



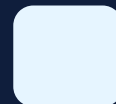
Implement Recruitment and Selection Processes Designed to Ensure Equity and Inclusivity at Every Stage.

2.



Regularly Educate Your Team on the Importance of Diversity, Equity, and Inclusion Principles (DEI).

3.



Highlight Your Commitment to DEI on Your Website and in Job Postings.

4.



Partner with Community Organizations to Provide Mentorship and Funding that Advances the Careers of Underrepresented Groups.

5.



Establish Employee Resource Groups (ERGs) to Support and Engage Employees from Diverse Backgrounds and Experiences.

6.



Develop Metrics to Measure the Effectiveness of Your DEI Efforts.

7.



Avoid Treating Diversity as a Checkbox; Focus on Creating an Inclusive Environment Where Everyone Is Valued and Supported.

8.



Don't Ignore the Importance of Fostering an Inclusive Company Culture.

9.



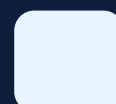
Avoid Using Exclusive Language in Job Postings.

10.



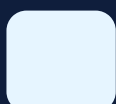
Don't Overlook the Need for Leadership That Is Both Diverse and Representative.

11.



Avoid Making Assumptions About the Needs and Experiences of Diverse Groups.

12.



Don't Neglect the Importance of Continuous Improvement and Feedback.