





GUIDANCE FOR CREATING EQUITABLE POLICIES

Has your organization invested in diversity hiring but still finds itself struggling to retain people of color? DEI Works has developed a set of recommendations to help organizations actively create an equitable and inclusive workplace.

We welcome your questions and/or feedback! Please send any thoughts to Tracy Dunbar at tracy@deiworks.com.

LEAVE POLICIES 	TALENT MANAGEMENT 	ACCESS TO PRIVILEGES 	FINANCIAL BARRIERS 
<p>Parental leave, elder care, flexible paid time off and/or unlimited sick time</p>	<p>Promotions, training and professional development, networking opportunities</p>	<p>Working from home, flexible schedules, compensated or flex time for evening and weekend work</p>	<p>Travel policies, staff reimbursement policies, transportation expenses</p>
<p><i>"Are the leave policies open to a range of parent types (foster, adoptive, etc.)? How do you think about time off for religious holidays, health appointments, and caretaking responsibilities?"</i></p>	<p><i>"What are the requirements to move from one job to another via promotion? Are there clear policies around who is eligible to attend trainings or conferences? What are the expectations around interacting with stakeholders at social events or fundraising events?"</i></p>	<p><i>"Are there clear standards on which staff members must be present in the office? Who is eligible to work from home? Who must be notified? Is it clear who needs to attend events that may be held on nights and weekends?"</i></p>	<p><i>"Can you offer benefits for all staff to defray costs for work travel, daily commutes, and parking expenses? Do your processes assume that employees can pay upfront costs for work travel?"</i></p>
<p>EQUITY ISSUES ADDRESSED</p> <p>Gender parity, LGBTQ+ parents, class & income levels, religious beliefs</p>	<p>EQUITY ISSUES ADDRESSED</p> <p>Staff retention across race, class, gender & disability</p>	<p>EQUITY ISSUES ADDRESSED</p> <p>Class & income levels, parents & non-parents, disability (physical & mental)</p>	<p>EQUITY ISSUES ADDRESSED</p> <p>Class & income levels</p>