INCREASING EQUITY AT THE WORKPLACE

ORIENTATION AND ONBOARDING SYSTEM TOOLKIT

STEP 2: BENCHMARK

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Work Equity

Work Equity

2023

2.0 Introduction

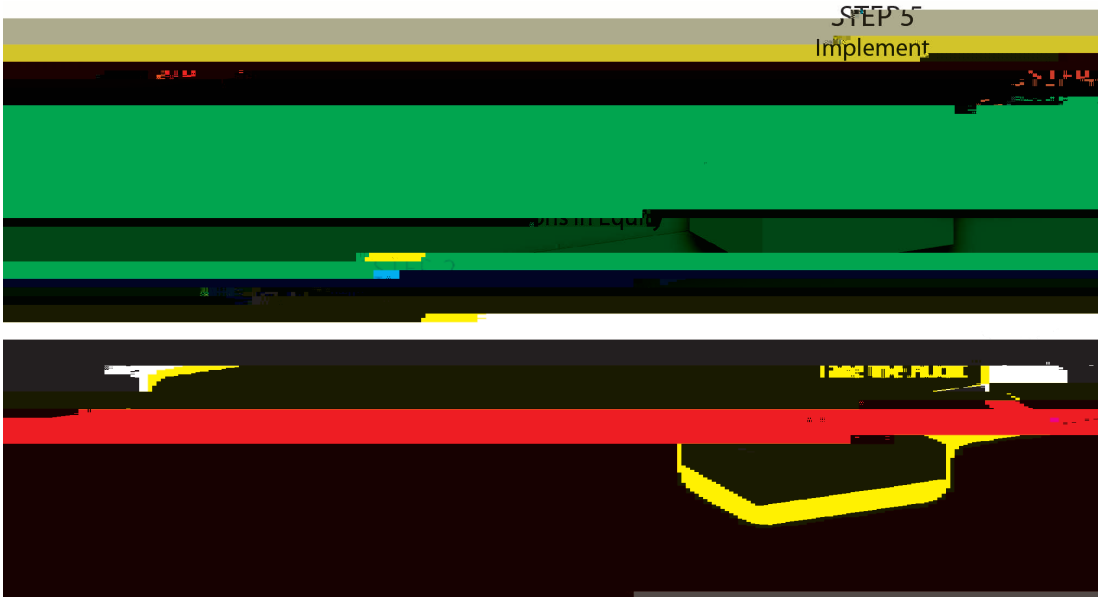

Figure 6: Step 2 of the Orientation and Onboarding System Toolkit

2.1 Roles and Responsibilities

2.2 Step 2 Tasks

1: C A E A D

E

Orientation and Onboarding System Toolkit Worksheet #4

Your Organization's Average Audit Scores

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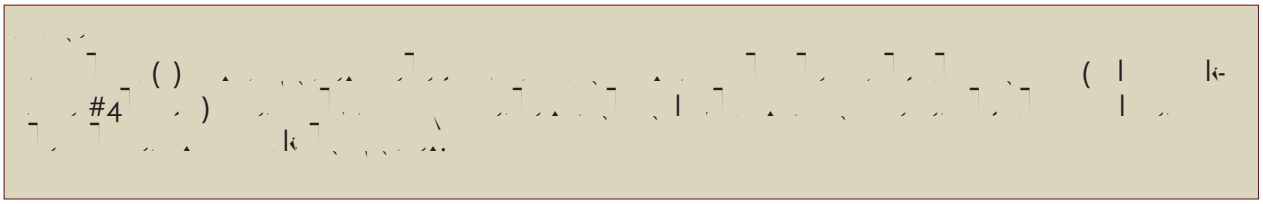
	Your Organization's Average Scores From Worksheet #3 (scores ranging from 1.0 to 4.0)
1. To what extent does your organization have written policies which ensure that employee access to orientation and onboarding is fair?	
2. To what extent has your organization adopted practices that promote the inclusion of new employees?	
3. To what extent does your organization routinely audit the fairness of the orientation and onboarding system?	
4. To what extent does your organization hold one or more employees (e.g., supervisors; Director of DEI, etc.) accountable for monitoring the inclusivity of orientation and onboarding experiences?	
5. To what extent do the actions of your organizational leaders indicate that they believe there is a connection between the organization's DEI initiatives and the inclusivity of orientation and onboarding?	
6. To what extent does your organization welcome diverse perspectives during orientation and onboarding?	
7. To what extent does your organization have practices that provide recently hired employees with equitable access to information about orientation and onboarding?	

2: B



Orientation and Onboarding System Toolkit Worksheet #5

Compare Your Organization's Average Scores to the National Averages

Go to Page 6 for Worksheet #5

strengths

_____

_____

weaknesses

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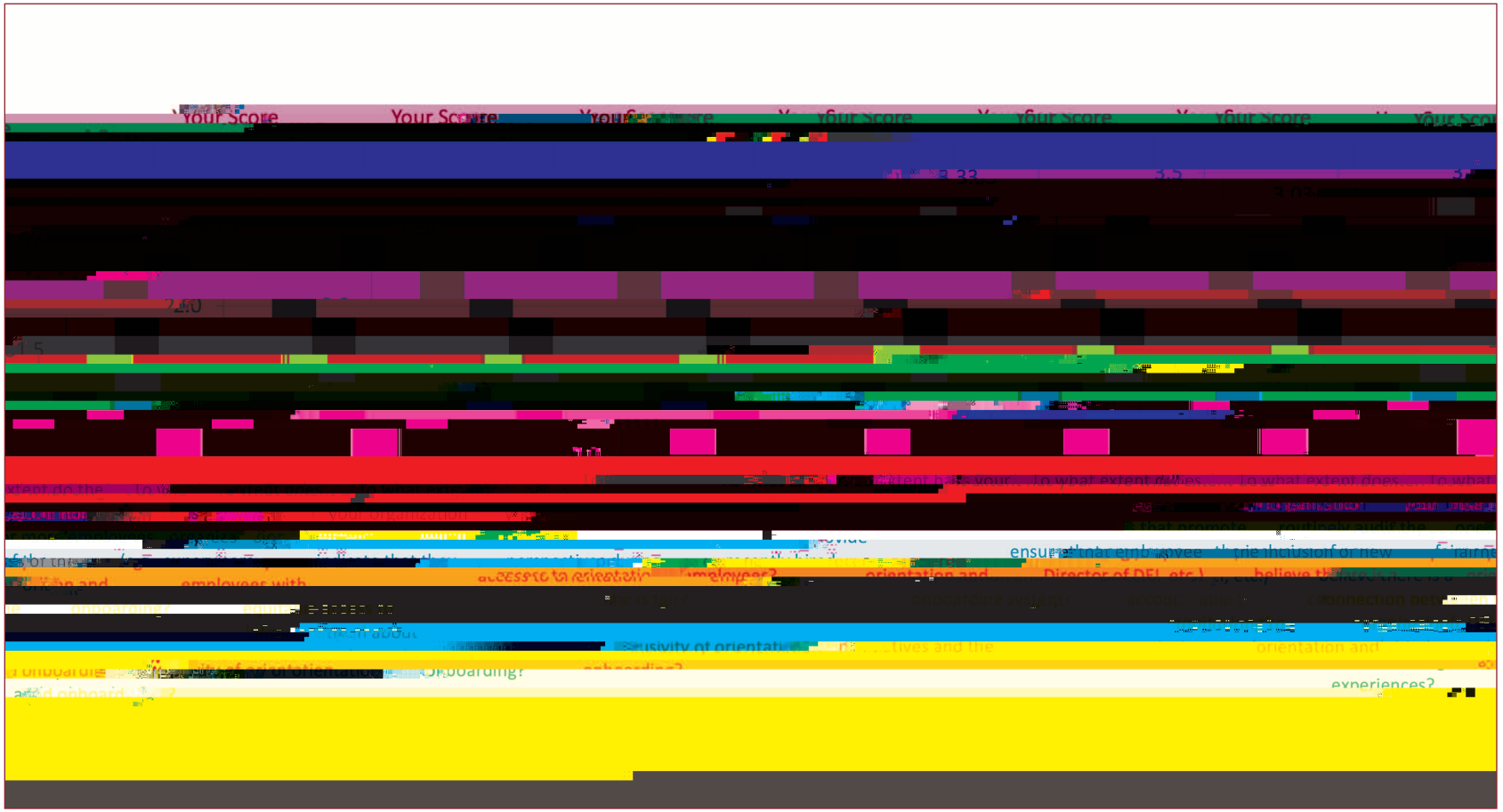
Orientation and Onboarding System Toolkit Worksheet #5

Compare Your Organization's Average Scores to the National Averages



[illegible] 500 [illegible]

1. [illegible]
2. [illegible]

[illegible] size of your workforce [illegible]

Go to Step 3 of the Orientation and Onboarding System Toolkit: Consider Variations in Equity

Figure 7: Step 3 of the Orientation and Onboarding System Toolkit