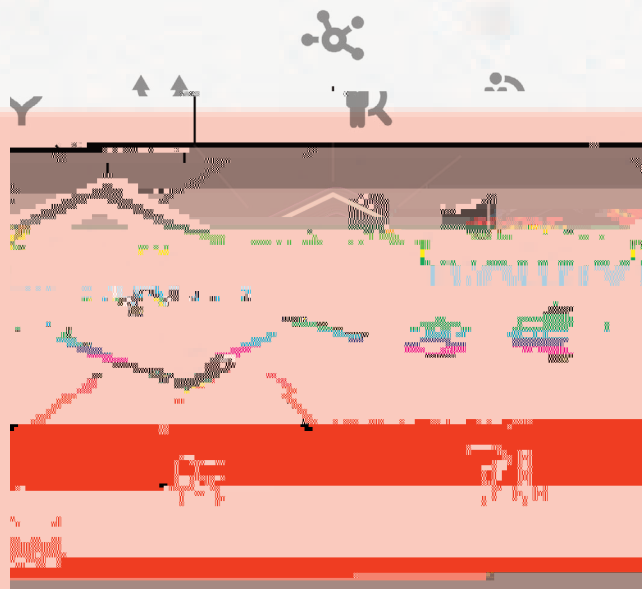


INCREASING EQUITY AT THE WORKPLACE

ORIENTATION AND ONBOARDING SYSTEM TOOLKIT



STEP 1 : CONSIDER VARIATIONS IN EQUITY



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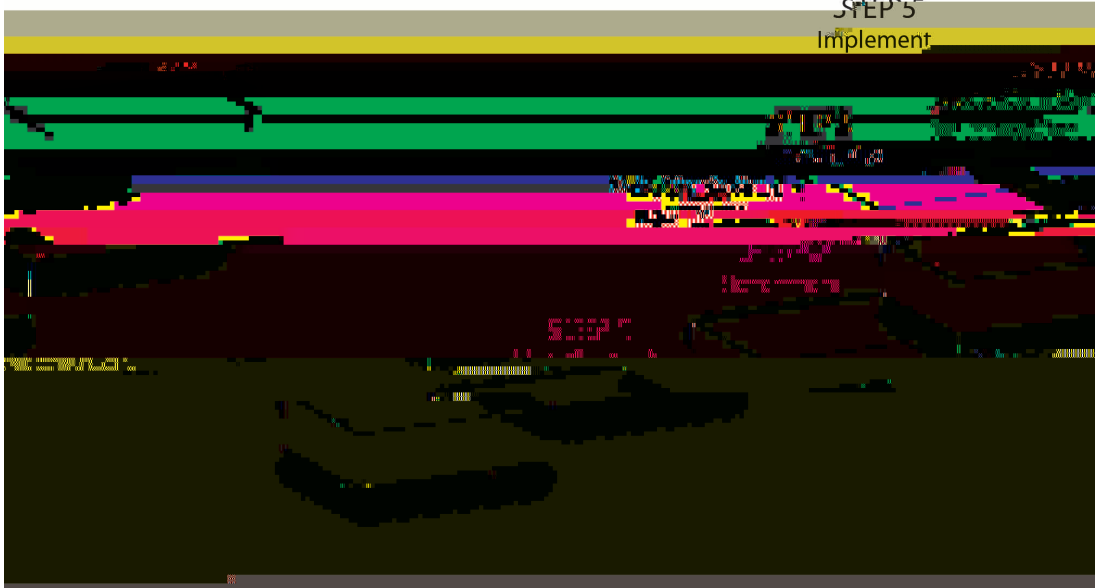
Work Equity is a critical component of our overall business strategy. We are committed to creating a diverse and inclusive workplace where all employees can thrive and contribute to our success.

What are your suggestions?

Work Equity is a critical component of our overall business strategy. We are committed to creating a diverse and inclusive workplace where all employees can thrive and contribute to our success. We are currently reviewing our policies and procedures to ensure they are fair and equitable for all employees. We encourage all employees to provide feedback on their experiences and suggestions for improvement.

3.0 I c i D

i s s i r f a i a b a r i g s s m l k s l j g a i a i a r s s
s s b q a i a i s i j j r f a i a b a r i g s s m.



r D 8: S 3 O i D a i D a O b a i D S T I D

3.1 R a R i D D D D

l e s l a i i m r b s E j l i a i C m m i , s a r s) E j
l i a i i l l i s a l b i i s s a i s b m s s r f s s i s
r f a i a b a r i g s s m a s s r f s s n g a b s m s s , a l a i s
i s m g r a a s i a l i s i g r j .

Option 1: j s i s i r k # l g j a s s i i s
m r b s E j l i a i C m m i .

Option 2: E j l i a i C m m i e s s s i g r (r a m b r
b g l e s , e g r j .) i s m s a a l a i s i s m g r a a
s i a l i s i g r j .

3.2 S 3 T a

s s s A j i s i s b j g a i a i s r f a i a b a r i g s s m
i s i s m i s g b j j r f a i a a r i g r m s s , r a l l .
B s s g r j s a j j r f s s j m s s ?
j g a i a i n g a s i r s r i s r f a i a b a r i g s s m i s ' j a l l
a r i i s i a l a m g r a i s i f s , i l j i g a l a i
i s r :

, r a s y i f s ,
, g e r i s i f s ,

O e r b a d O b a d g S E

, s^ual r^h ai s ,
 , g^us ,
 , r^h g i s a l a i s ,
 , a i a b a g r u s ,
 , b a i l f s / i s b a i l f s , a
 , j b e l a s i e a i s (r^h a m e , a r - i m s . u l l - i m s , s m s . s m s ,
 e r a s s . m e s) .

r k #6 (l l i g g s) e s s e s e s r C a g i j g a i a i s
 r f a i a b a r i g s e m .

1. k f s
2. r a k f s
3. l a i g , D a a C H e i , a E a l j a i
4. s a A e j b a i l f s
5. C a j j
6. C m a
7. C m m j a i s

(e s s e s e s r f B H e r f a i a b a r i g s e m l k r e
 e s s i e s e s r C a g i .)

Task 1: Consider Variations in Employees' Equity Experiences

D r e i s :

r k #6 (l l i g g s) a k e i j g a i a i i k b e s s e s r C a g i j r f a i a b a r i g s e m s m r s u l i a i e r j i g s r i a a g s r e l i i f r g r .

F r a l l i g j s i s , i k b e i f r m g r a a s a l i e i g r i r k . l s r e m m s i j e m m i m r b e s / e r m l e g r j i k a j b a i a i a r s j b i a l a k e j .

C i j e

O I D a I D a O b a I D S T I D W #6 E I D O I D a I D a O b a I D S L C a



L C a I D O I D a I D a O b a I D S P I D I D

Are your organization's policies related to orientation and onboarding fair for...

Empl ees i n r a s s i f i c a t i o n s :

Empl ees i n g e n d e r i n g i f s :

Empl ees i n s e x u a l r e a c t i o n s :

Empl ees i n g e n d e r i n g s :

Empl ees i n r e g i s t r a t i o n s :

Empl ees i n a b s e n c e p o l i c i e s :

Empl ees i n b e n e f i t s / s e r v i c e s :

Empl ees i n j o b s i n c l u s i o n a i s (g e n e r a t i o n s , j u n i o r s , s e n i o r s , r a s s i s m) :

O i D a i D a O b a i D S T I D W #6 (c i D)



L C a i D O i D a i D a O b a i D S P a c i D

Are orientation and onboarding practices fair for...

Em p l o y e e s i n r e s e a r c h a n d d e v e l o p m e n t :

Em p l o y e e s i n i n f o r m a t i o n t e c h n o l o g y :

Em p l o y e e s i n i n f o r m a t i o n s e r v i c e s :

Em p l o y e e s i n i n f o r m a t i o n s u p p o r t :

Em p l o y e e s i n i n f o r m a t i o n m a n a g e m e n t :

Em p l o y e e s i n i n f o r m a t i o n a n d c o m m u n i c a t i o n :

Em p l o y e e s i n i n f o r m a t i o n b i l d i n g / s k i l l d e v e l o p m e n t :

Em p l o y e e s i n j o b s i n i n f o r m a t i o n a n d c o m m u n i c a t i o n (g e n e r a l l y i n t e r n a t i o n a l c o m p a n i e s) :

O i D a i D a O b a i D S T I D W #6 (c i D)



L C a i D O i D a i D a O b a i D S P a i D a E a a i D

Is the planning and evaluation of orientation and onboarding fair for...

Empl ees i n r a s s / i f s :

Empl ees i n i n g e r i e i f s :

Empl ees i n s j a l r a i s :

Empl ees i n g s s :

Empl ees i n r i g i s a l a i s :

Empl ees i n a i a b a g r s :

Empl ees i n b i l f s / b i l f s :

Empl ees i n j b s i n i n t e l a s i e a i s (g . , a - i m s . j l l - i m , s e m . s e m , r a s s e m) :

O i D a i D a O b a i D S T I D W #6 (c i D)



L C a i D O i D a i D a O b a i D S A i D R a
Acc ab i D i D

Is the assignment of roles and accountabilities for the Orientation and Oboarding System fair for...

Em p l o y e e s i n t h e r o l e s / j o b s :

Em p l o y e e s i n t h e g e n e r a l i s :

Em p l o y e e s i n t h e s u p e r v i s o r i s :

Em p l o y e e s i n t h e g e n e r a l i s :

Em p l o y e e s i n t h e r e g i s t r a r i s :

Em p l o y e e s i n t h e a i a b a g r e e s :

Em p l o y e e s i n t h e b i l f s / s b i l f s :

Em p l o y e e s i n j o b s i n t h e e l a s i c a i s (g e n e r a l i s , j u n i o r i s , s e n i o r i s , s e n i o r i s) :

O i D a i D a O b a i D S T I D W #6 (c i D)



L C a i D O i D a i D a O b a i D S W a c C

Are your organization's values and principles related to orientation and onboarding fair for...

Em p l o y e e s i n r e s p o n s i b i l i t y :

Em p l o y e e s i n i n t e r g e n e r a t i o n a l i t y :

Em p l o y e e s i n i n t e r s e c t o r a l r e l a t i o n s h i p s :

Em p l o y e e s i n i n t e r g e n e r a t i o n a l i t y :

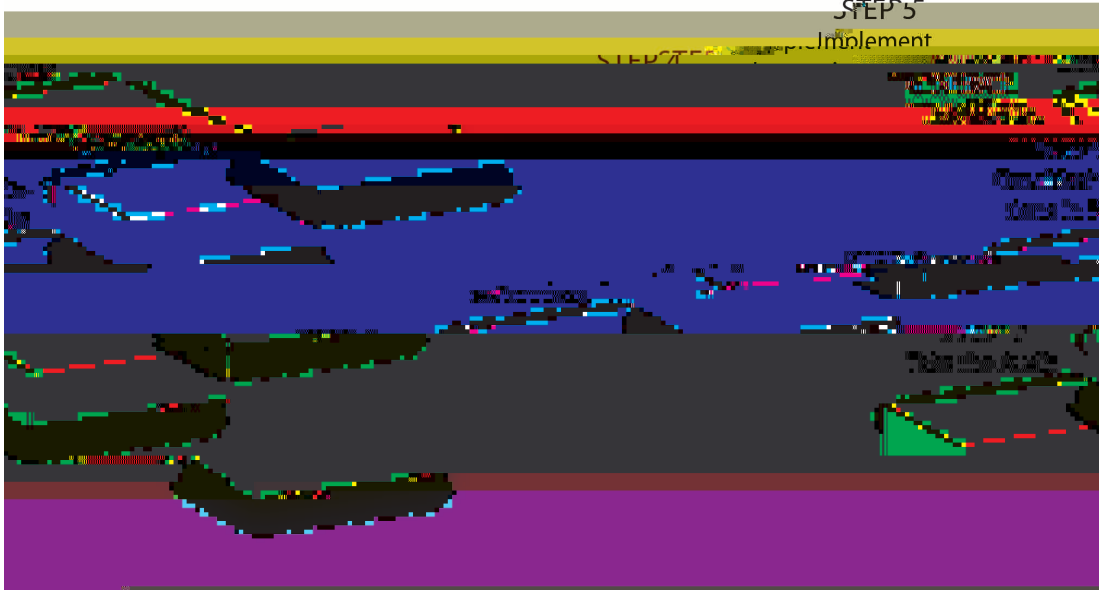
Em p l o y e e s i n i n t e r n a t i o n a l r e l a t i o n s h i p s :

Em p l o y e e s i n i n t e r a i a b a n d g r a d u a t e s :

Em p l o y e e s i n i n t e r b i l i n g u a l / b i l i n g u a l i t y :

Em p l o y e e s i n j o b s i n i n t e r c u l t u r a l a i r s (g e n e r a t i o n s , j u n i o r - s e n i o r m e m b e r s , m e m b e r s o f d i f f e r e n t c o u n t r i e s) :

I G S 4 O i a i a O b a i S T i: G a l a a i



r i g: S 4 O i a i a O b a i S T i