

# Diversity, Equity, and Inclusion

## Where to start?

- Are there any past goals? What is the status of them?
- Review the diversity of staff, management, vendors, etc. Prestige has created a report with pertinent data employees opted to provide during the onboarding process. Contact your HRBP to get this report! See sample of the report by clicking the link below:

[Prestige Custom Demographic Report](#)

- Provide a survey allowing employees to voluntarily self-identify the diversity they bring to the Company (inclusive of race, gender, national origin, LGTBQ affiliation). Survey should be rolled out with an understanding of Company goals and initiatives, and how this survey can assist in reaching those goals. See sample of the report by clicking the link below:

[Prestige Diversity Survey](#)

- Determine if there are any glaring pay disparities between diverse and non-diverse talent
- Evaluate Company practices for training and recruiting

[Hiring Bias Document](#)

## Update Company policies and practices

- Create a Diversity Leadership Position

[Diversity Manager Job Description](#)

- Assemble a Diversity Committee – this group should be comprised of employees and management that volunteer to participate.
- Evaluate and expand employee development practices to include substantive work and growth opportunities for diverse talent – ie. Mentoring and sponsorship of diverse employees
- Mandatory Diversity and Inclusion Training for employees at all levels

Prestige offers a variety of trainings for employers and their employees. Please also reach out to your Prestige HR Business Partner for guidance around other options that may be available to you.

\*\*\*We encourage the involvement of legal counsel when formalizing your diversity initiative\*\*\*