

Sample Six Month Roadmap for DEIBJ Initiatives

A guide to starting to build a better workplace



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Here is a potential six month roadmap for diversity and inclusion initiatives for a company:

1. Conduct a diversity and inclusion audit: This will involve gathering data on the demographics of the current workforce, analyzing any potential gaps or disparities, and identifying areas for improvement.

2. Establish diversity and inclusion goals: Based on the results of the audit, set specific, measurable, achievable, relevant, and time-bound (SMART) goals for increasing diversity and inclusion within the company.

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3. Develop a diversity and inclusion action plan: This plan should outline the specific steps the company will take to achieve its diversity and inclusion goals.

4. Provide diversity and inclusion training: Offer training to all employees on topics such as unconscious bias, microaggressions, and inclusive language and behaviors.

5. Implement inclusive hiring practices: Review and revise job descriptions, application processes, and interview questions to reduce bias and ensure a diverse pool of candidates.

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6. Foster a culture of inclusivity: Create an inclusive work environment by promoting open communication, valuing diverse perspectives, and providing support and resources for underrepresented groups.



Remember, this is just one potential roadmap and every company's needs and goals may be different. It's important to regularly assess the effectiveness of diversity and inclusion efforts and make any necessary adjustments.

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you can get
started:**

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