

HR Equity Toolkit

<u>Job Posting</u>	<u>Hiring</u>	<u>Onboarding</u>	<u>Performance Evaluation</u>	<u>Promotion /Retention</u>	<u>Stay/Exit Interviews</u>
1. List salary range	1. Transparent process	1. Use standardized checklist	1. Nuanced compensation & eval link	1. Professional Development/ succession plan	1. Counter offers
2. Add equivalent experience to criteria	2. Include stakeholders in interviews	2. Provide universal and individual Training	2. Clearly state performance standards (refer to job description)	2. Communicate advancement opportunities	2. Conduct Exit interviews for all staff
3. Clarify what is preferred vs required	2. Blind application review	3. Have a welcome tradition	3. More than 1X a year, no surprises	3. Celebrate/ acknowledge successes	3. Apply exit interview feedback
4. Contextualize background checks	3. Relevant job description	4. Timelines for expectations	4. Professional standards not based on white norms	4. Healthy work/ life balance	4. Conduct organizational wide self-assessment