

## *diversity, equity & inclusion*

**Best practices of hiring mean giving all candidates a fair chance. How is your organization implementing techniques to limit unconscious biases and other factors from affecting the applicant pool? Here are some ways RMG can help you improve your organization's hiring practices:**

- Optimizing job posts to include key terms that are inclusive and gender-neutral
- Expanding the reach and availability of job information by sharing with the Minority Business Office and local Economic Development
- Anonymously screening candidates to avoid bias that is conscious/unconscious
- Standardize questions for interviewing with impartial feedback for all applicants

**Help align with the interests and needs of a diverse workforce by:**

- Employer supportiveness
- Competitive pay
- Career growth opportunities
- Possible full-time and long term employment

**When looking for diverse employees we promote awareness of our inclusive environment through:**

- Transparent communication for engagement with leadership
- Giving opportunities for feedback about projects
- Fair and equal treatment for employees regardless of race or gender
- Ensuring equity in promotions and assigning of job responsibility