Diversity, Equity and Inclusion Toolkit

Why should you focus on diversity? It’s simply smart business. How do you even begin? By making a business case tying diversity and inclusion to an organization’s objectives and overall success.

In the past, diversity was seen as more of a compliance topic, however the conversation has transformed into a more holistic approach focused on acquiring, developing, and retaining diverse talent. To be successful, diversity, equity and inclusion must be embedded into the culture, policies, and practices of an organization and fully supported by leaders. This means top-down, bottom-up strategies from a variety of perspectives that inspire engagement, creative thinking, innovation, and community building.

The following information has been assembled in a Toolkit to assist companies in their diversity, equity and inclusion journey.

Articles/Guidance

- Employing Individuals of All Abilities – A Guide for Employers
- An Employer’s Guide to Embracing an Inclusive Workplace
- Advantages of Hiring Military Veterans
- Diverse and Inclusive Recruiting Practices
- Leverage your affirmative action plan as the foundation for your diversity strategy
- Religious Accommodation in the Workplace
- Respecting Diversity at the Holidays
- 2022 Hot Topic Survey: Diversity, Equity, and Inclusion
- Valuing Diversity and Inclusion – Company Insights (from 2019 D&I Leadership Conference)
- The Neuroscience Behind Implicit Bias – Spectra Diversity
- Unconscious Bias—Understanding the Impact in the Workplace (MRA webinar)
- Diversity & Inclusion Conversations at Work: Step Out or Lean In? (MRA webinar)

Tools

- Diversity and Inclusion Prioritization Tool
- Inclusion Assessment
- An Employer’s Guide to Embracing an Inclusive Workplace
- Diversity Recruitment Resources
- Transgender Transition HR Checklist
- Transgender Workplace Transition Plan
- Engaging in Diversity and Inclusion (MRA training)
- Diversity & Inclusion Conversations at Work (MRA On Demand training)

Outreach

- Community Agency Directory – DEI Resources for Employers
- EARN – Disability Inclusion Matters

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Spectra Diversity Inclusion Assessment™ (SDIA)

MRA is pleased to partner with SpectraDIVERSITY to offer the Spectra Diversity Inclusion Assessment™ (SDIA), the first of its kind assessment tool that provides a diversity and inclusion path forward for organizations of any size.

Access a sample of the assessment: [https://www.spectradiversity.com/mra-sample/](https://www.spectradiversity.com/mra-sample/)

Other Resources

- **Employing People With Disabilities** – EEOC
- **Small Business & Disability Employment: Steps to Success** – EARN
- **Encouraging Applicants with Disabilities – Job Descriptions and Announcements Checklist** – EARN
- **Words Matter: Accurate Information Can Improve Job/Candidate Fit** – EARN
- **Accessible and Authentic Interviews: Checklist** – EARN
- **Writing a Diversity and Inclusion Statement: How to Get It Right** – U.S. Chamber of Commerce
- **LGBTQ2IA+ Inclusion Guide** – Macquarie University
- **Being Inclusive: Understanding Gender Pronouns** – Wisconsin LGBT Chamber of Commerce
- **ERG Toolkit: Methods On How to Create and Maintain Your ERGs** – Vibrant Pittsburgh