Suggested Inclusive Workplace Culture Transformation Effort

Select an inclusive workplace culture transformation effort to address from the suggestions below or identify one of your own. Refer to your Inclusive Workplace Culture Specialty Credential materials, use the information, tools, and materials available through the SHRM website, or read the articles included with each suggestion for insights and guidance.

Visit the SHRM website for additional information on the topic of DE&I and more. Click on the links below. Note: access to some of the content may require you to be a SHRM member. Not a SHRM member yet? [Click here to Join Now!]

- Together Forward @Work
- How-to-Guides
- Sample Presentation Templates
- Toolkits
- Research and Surveys
- Special Reports and Expert Views
- Webcasts (Live and On-demand)
1. Revamp your organization’s recruitment program and processes to leverage untapped talent pools and increase inclusivity. Read the following articles for insight and guidance:

2. Design and implement a Returnship Program for your organization. Read the following articles for insight and guidance:

3. Build or revamp your organization’s onboarding program to make it more accommodating. Read the following articles for insight and guidance:

4. Assess your organization’s benefits offerings to ensure inclusivity and equitable distribution for all. Report findings to decision-makers or influencers and recommend program additions, enhancements, upgrades, or changes. Read the following articles for insight and guidance:

5. Assess your organization’s Job distributions to ensure marginalized groups are represented across roles and levels. Report findings to decision-makers or influencers and recommend program additions, enhancements, upgrades or changes. Read the following articles for insight and guidance:
Assess your organization’s pay practices to evaluate pay equity for all. Report findings to decision-makers or influencers and recommend program additions, enhancements, upgrades, or changes. Read the following articles for insight and guidance:

- Pinarchick, C. (February 7, 2019). Follow These 7 Steps to an Effective Pay-Equity Audit. Retrieved from [https://hrexecutive.com/follow-these-7-steps-to-an-effective-pay-equity-audit/](https://hrexecutive.com/follow-these-7-steps-to-an-effective-pay-equity-audit/)

Revamp or enhance your performance management process to incorporate inclusive practices and resources. Read the following articles for insight and guidance:


Design and deliver a training course (series of classes) focused specifically on building inclusive culture managerial/leadership skills. Read the following articles for insight and guidance:


Design and deliver training options that integrate training with other initiatives and moves beyond unconscious bias training. Read the following articles for insight and guidance:

10 Design and implement a mentorship or sponsorship program for your organization. Read the following articles for insight and guidance:
  • HNSnews: 6 Tips For a Successful Sponsorship Program. Retrieved from https://hernenstandard.com/tips-for-a-successful-sponsorship-program/

11 Start an Employee Network/Affinity Group or help existing ones expand their value. Read the following articles for insight and guidance:

12 Develop an Allyship program. Read the following articles for insight and guidance: