

SHRM BEAM FRAMEWORK

HR Pressure is Rising under New Executive Orders. BEAM is the Solution.

SHRM's BEAM Framework—Belonging Enhanced by Access through Merit.

STEP
1

Are the program's opportunities open to all, without regard to an individual's sex, race, or any other protected status?

STEP
2

Does the program generate opportunities to participate based on an individual's requisite merit, including specifically their existing skills and proficiencies?

STEP
3

Does the program select individuals to participate based upon relevant qualifications, while accommodating protected medical conditions and religious practices?

STEP
4

Is the availability of the program effectively communicated to all individuals so that participation is truly open to all?

STEP
5

Does the program provide opportunities to develop relevant skills, qualifications, and experience for all individuals eligible to participate?

Develop a stronger, more inclusive workforce!

BETTER WORKPLACES
BETTER WORLD™