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|   | **DIVERSITY AND INCLUSION ACTION PLAN** |   |
|   |   |   |   |   |   |   |   |   |   |
|   | The COMPANY NAME Diversity, Equity & Inclusion Council should be established as a response to the overtly white representation at the highest levels of COMPANY NAME leadership. Structural racism, including at COMPANY NAME, refers to a system in which policies, institutional practices, cultural representations and other norms work in various and reinforcing ways to perpetuate racial group inequity for Blacks, Indigenous, and People of Color (BIPOC). Bold action is required to dismantle structural racism and assure that the resulting cultural shift is sustained into the future. |   |
|   |   |   |   |   |   |   |   |   |   |
|   | **GUIDING PRINCIPLES** |  |   | **FOCUS AREAS** | **ACTIONS** | **RESPONSIBLE** | **TIMELINE** |   |
|   |   |   |   |   |   |   |   |   |   |
|   |   | To empower people to contribute to their full potential and increase retention, cultivate a culture that values justice, flexibility, and collaboration. |   |   | **Develop inclusion as leadership skill** | \* Conduct coaching programs for managers to develop inclusion as leadership skill for better team management.\* Lorem ipsum text here. | SimonaDwayne | September 2023March 2024 |   |
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|   |   |   |   |   |   |
|   |   | Create plans to give leaders the tools they need to manage diversity, hold themselves accountable, track progress, make adjustments based on the information, and institutionalise an inclusive culture. |   |   |   |
|   |   |   |   |   |   |   |   |
|   |   |   |   |   |   |   |   |
|   |   |   | **Make work environment diversity rich** | \* Inclusion practices should be visible every day. Share learning material with employees and conduct activities.\* Lorem ipsum dolor sit amet, consectetuer adipiscing elit.  | GeorgeThorpe | September 2023May 2024 |   |
|   |   |   |   |   |   |
|   |   |   |   |   |   |
|   |   | To build a high-performance, long-lasting organisation that can achieve its strategic and operational goals and objectives, evaluate internal talent. |   |   |   |
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|   |   | Recruit from a wide, qualified pool of candidates in order to secure a high-performing workforce that represents all aspects of our society. |   |   | **Diverse recruitment and talent retention** | \* When recruiting, aim for people with diversified background.\* Implement non biased promotion processes.\* Lorem ipsum dolor sit amet, consectetuer adipiscing elit.  | LoydBlack | September 2023November 2024 |   |
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|   | **MISSION** |  |   | **Diversity and inclusion council** | \* By using voting process, select best persons to represent the council for diversity and inclusion which will be responsible for harassment incidents.\* Lorem ipsum dolor sit amet. | BarbaraSchett | December 2023March 2024 |   |
|   |   |   |   |   |   |
|   |   |   |   |   |   |
|   | To create a place that is grounded in justice and equity, to foster an inclusive culture, and to develop and put into practise successful techniques for the just and equitable delivery of patient care, education, and research.  |   |   |   |
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|   | **PROMISE** |  |   | **Policies change** | \* Change current policies and implement new ones that will handle all aspects of diversity and inclusion.\* Update policies regularly. | GeorgeThorpe | January 2024June 2024 |   |
|   |   |   |   |   |   |
|   |   |   |   |   |   |
|   | To attract and sustain a diverse workforce by recruiting, hiring,developing and retaining high-performing employees who work collaboratively to carry out the mission for our company. |   |   |   |
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