**Diversity, Equity & Inclusion Part 2: Action Plan**

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| **Part 2:**  **Culture & Engagement** | **Action Steps** | **Who’s Responsible** | **Timeline** | **Comment** |
| **Step 1**  Add DE & I into your Core Values |  |  |  |  |
| **Step2**  Utilize Task Force and Advocacy Groups. |  |  |  |  |
| **Step 3**  Weave DE & I into attraction, recruitment  & selection. |  |  |  |  |
| **Step 4**  Utilize Individual Development Plans for diversity employees. |  |  |  |  |
| **Step 5**  Implement Mentoring Program |  |  |  |  |
| **Step 6**  Analyze internal pay equity |  |  |  |  |
| **Step 7**  Analyze promotion data to ensure targets are being met. |  |  |  |  |

ADDITIONAL NOTES: