

# 5 QUESTIONS TO EVALUATE YOUR COMPANY'S COMMITMENT TO EDI

**1 Anonymous Applications:** If you use anonymous applications or diverse interview panels for entry-level positions, do you also apply the same process to fill your leadership roles?

**2 Company Heroes:** Who are the 'heroes' of your company, and what example are they setting for inclusive behaviour and interpersonal communication?

**3 Career Progression:** Do your EDI initiatives extend beyond hiring? How are you ensuring that underrepresented groups have equal access to mentorship and promotion opportunities?

**4 Cultural Holidays:** Are non-mainstream cultural or religious holidays recognised or accommodated within your company's leave policies?

**5 Subcontractors and Suppliers:** Does your commitment to diversity extend to your choice of subcontractors, vendors, and partners?



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