diversity.
1. START
Start where you are.
Use what you have.
Do what you can.

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2. FIND YOUR WING PERSON
3. Ask Questions & Set Intentions
WHAT DO WE VALUE?

WHAT MAKES A GOOD INTERN?

HOW MIGHT WE INCREASE TRANSPARENCY?

HOW DO DIVERSE APPLICANTS MOVE THROUGH THE SELECTION PROCESS?

WHAT WORKS WELL?
4. USE YOUR RESOURCES
5. COLLECT DATA
150% INCREASE in Black/African American applicants from 2018 to 2019

53% INCREASE in Latinx applicants from 2018 to 2019
6. DOCUMENT YOUR RESULTS
7. SHARE YOUR FINDINGS
Diversity decreased during interview process.
8. RALLY THE TROOPS
WHERE TO START
WHEN YOU DON'T KNOW WHERE TO
START

START

FIND YOUR WING PERSON

ASK QUESTIONS & SET INTENTIONS

USE YOUR RESOURCES

COLLECT DATA

DOCUMENT YOUR RESULTS

SHARE YOUR FINDINGS

RALLY THE TROOPS

SUSTAIN MOMENTUM
THANK YOU!

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