

# CareerRightHere

A community-wide  
career readiness initiative

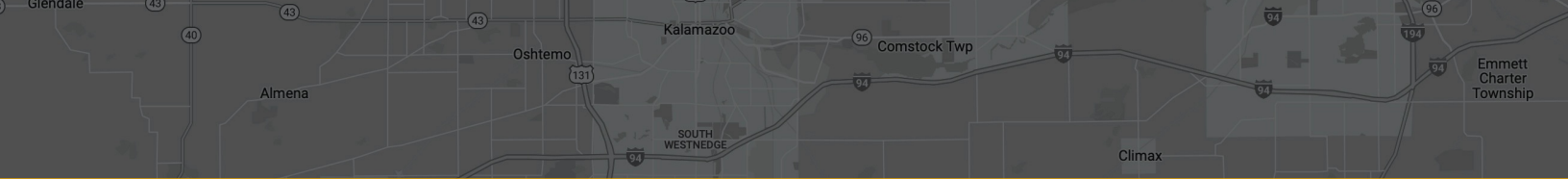
## Action plan

Use the action plan outlined below with all businesses to implement the following core actions. Additional actions may be implemented as your organization progresses its racial equity journey.

	People	Talent pipeline	HR policies
Designate a leader who is responsible for diversity, equity and inclusion (e.g. chief diversity officer) and ensure they have the ear of senior leaders			
Ensure diversity in C-Suite, including Black leader(s)			
Elect Black leaders to corporate board (if applicable)			
Establish recruitment efforts with HBU's and technical colleges for internships and entry-level positions			
Work to ensure diversity on candidate slates, interview panels and recruiting team			
Establish DE&I performance objectives (e.g., via DE&I scorecard)			
Create DE&I strategy and gain buy-in from leadership			
Conduct a pay equity review across race in all roles			

Reaching our potential starts by helping our neighbors reach theirs.

Career Right Here is a partnership between Bronson, Kalamazoo College, Kalamazoo Promise, KRESA, Kalamazoo Valley Community College, Michigan Works, Stryker, Urban Alliance and Western Michigan University to support job seekers in the Kalamazoo community.



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## Key actions “menu”

Below is a list of key “menu” actions, by tier, to consider as you implement corporate policies. If you’re already implementing some of these activities, continue to do so or consider as you implement your corporate policies.

		Category		
		People	Talent pipeline	HR policies
Tier	Emerging	<ul style="list-style-type: none"> <li>Hire and/or promote Black employees into salaried workforce</li> <li>Develop a retention strategy that provides a clear progression pathway for high-performing Black talent for example, clearly established expectations via an organization-wide competency model</li> </ul>	<ul style="list-style-type: none"> <li>Contact campus career centers at HBCUs and local technical colleges</li> <li>Attend campus career fairs and/or present at information sessions</li> <li>Revisit relationships with higher education institutions broadly to reach and engage Black students</li> </ul>	<ul style="list-style-type: none"> <li>Create a diversity, equity and inclusion (DE&amp;I) strategy</li> <li>Implement DE&amp;I training (i.e. unconscious bias/conscious inclusion, micro-inequities, courageous conversations)</li> <li>Work to ensure diversity on executive candidate slates, interview panels and recruiting team</li> <li>Establish DEI performance objectives (could be tied to increasing representation, training, etc.)</li> <li>Conduct a pay equity review across race in all roles</li> </ul>
	Progressing	<ul style="list-style-type: none"> <li>Hire and/or promote Black employees into senior management roles (e.g., C-Suite, officer-level, director)</li> <li>Ensure career progression path is transparent among employees (e.g., data to be collected via employee listening sessions)</li> </ul>	<ul style="list-style-type: none"> <li>Accelerate partnership and recruitment efforts with HBCUs and local technical colleges for internships and entry-level roles for Black talent</li> <li>Conduct annual reviews on talent processes for potential bias (e.g., job descriptions, interview questions)</li> </ul>	<ul style="list-style-type: none"> <li>Gain buy-in on DE&amp;I strategy from executive leadership</li> <li>Implement DE&amp;I performance objectives tied to all manager annual reviews</li> <li>Conduct a pay equity review across race in all roles</li> </ul>
	Leading	<ul style="list-style-type: none"> <li>Elect Black leader(s) to board of directors (if applicable)</li> <li>C-Suite is proportionally representative of Black community</li> <li>Attend conferences, join programs, and establish partnerships promoting diversity at work</li> </ul>	<ul style="list-style-type: none"> <li>Partner with minority student groups via organization sponsored events</li> <li>Engage under classmen in career previews</li> <li>Audit automated resume review process for bias (if applicable)</li> <li>Embed unconscious bias check-points in the interview process</li> <li>Attend conferences, join programs and establish partnerships promoting diverse hiring</li> </ul>	<ul style="list-style-type: none"> <li>Gain buy-in on DE&amp;I strategy from highest level leadership (i.e., board of directors)</li> <li>Remove barriers for roles that do not require college degrees, allowing equal consideration for experience or certifications</li> <li>Establish promotion and rating parity (e.g., year end calibration and moderation)</li> <li>Adopt DE&amp;I best practices at scale to help drive change</li> <li>Commit to pay equity across race and all roles</li> </ul>

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## Key resources



### People

- [Do you know your company needs a Chief Diversity Officer?](#)
- [Want more diverse senior leadership? Sponsor Junior Talent](#)
- [The Big Idea Series - Advancing Black Leaders](#)
- [Why are there still so few black CEOs?](#)
- [It's Frontline Leaders Who Make or Break Progress on Diversity](#)
- [Management Leadership for Tomorrow](#)
- [OneTen](#)
- [Executive Leadership Council](#)



### HR Policies

- [What an Anti-Racist Business Strategy Looks Like](#)
- [How the Best Bosses Interrupt Bias on Their Teams](#)
- [BlackRock's Racial Equity Actions](#)
- [Coca Cola's Racial Equity Action Plan](#)
- [PwC's Understanding Blindspots](#)
- [The Bias Field Guide](#)
- [National Training Institute on Race and Equity](#)
- [Factuality - Course on Structural Inequality](#)
- [National Center for Civil and Human Rights' DEI Experience](#)
- [Salesforce Diversity Scorecard](#)
- [Diversity, Inc. Book](#)
- [How to Identify - and Fix - Pay Inequality at Your Company](#)
- [PayPal's commitment to Pay Equity](#)
- [Top Companies are Hiring More Candidates Without a 4-Year Degree](#)
- [Leading a Thriving Workplace with Race in Mind](#)
- [How to respond to microaggressions](#)
- [Microaggressions and micro-affirmations](#)



### Talent Pipeline

- [Improve DE&I in hiring](#)
- Campus Career Centers
  - [Atlanta University Center Consortium](#)
    - [Clark Atlanta University](#)
    - [Morehouse College](#)
    - [Morehouse School of Medicine](#)
    - [Spelman College](#)
  - [Georgia State University](#)
- [Google in Residence Program](#)
- [INROADS](#)
- [Thurgood Marshall College Fund](#)
- [UNCF](#)
- [National Black MBA Association](#)

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