

## Progress since the Pipeline Report

- Created five employee resource groups: for transgender and gender-expansive employees; for people of color; for women; for bisexual employees; and for remote employees. Each of these resources groups has an executive staff member who is a sponsor.
- Restructured Human Resources Department – we have a new staff and a heightened focus on diversity competencies.
- Additional recruiting efforts to diverse audiences undertaken to reach prospective applicants.
- Changed all job postings to affirmatively communicate that diverse candidates are encouraged to apply.
- Greater focus on diversity for participants in the *Equality Leaders for the 21<sup>st</sup> Century* trainings for HRC volunteers.
- Proactive compensation reviews will be on-going. The minimum salary for DC-based employees was raised from \$30,000 to \$35,000 with corresponding increases for employees in tiers making above this amount.
- Re-evaluated the requirements for jobs that previously required a bachelor's degree and changed many of them to say “bachelor's degree or equivalent in experience is required.” Because some historically marginalized communities haven't had as much access to college degrees, simply requiring a bachelor's degree without allowing for equivalent experience can lead to unintended exclusion of people from marginalized communities.
- Began providing training and holding staff-wide discussions on diversity topics -- including a training focusing on gender expansive identities, one on bisexuality in the last year, and a conversation in the summer around racial injustice. This curriculum will continue to grow with further mandatory trainings.
- Increased the budget scholarships for our internship program and added a requirement for a diversity statement to increase this key pipeline to HRC employment.
- Updated the new staff orientation process – greater reinforcement of diversity; training on the use of pronouns is now included.
- Updated the announcements for new staff to include pronouns.
- Removed the gender binary language in job descriptions (e.g. s/he is no longer used in job descriptions).
- Surveyed all staff about their pronouns and now utilize them for organizational communications.
- Updated staff new-hire form to include gender identity and expression; added categories to allow staff to self-identify; implemented data collection language based on Williams Institute recommendations for sexual orientation, gender identity and expression.
- New policy implemented for transitioning employees.
- Updated the dress code to removed gendered language.
- Initiated regulatory guidance in DC requiring coverage of transgender health care at WPATH standards; pressed CareFirst, the largest insurance provider in DC, to clarify

its coverage policy on transgender health benefits; developed a list of transgender friendly providers in the DC area for our staff.

- At all HRC board convenings, gender pronouns are now listed on name tags.

### **In the Works**

- Adding to existing gender-neutral bathroom by changing all current bathrooms to become gender-neutral.
- Additional training on diversity competencies.
- New diversity position in search process—director-level position will focus on improving diversity and inclusion within the organization.