

Embracing **DIVERSITY**

EQUITY & INCLUSION

SELF-ASSESSMENT



SELF - ASSESSMENT

BUILDING A CULTURE OF INCLUSIVE CORPORATE RELOCATION.

Any organizational change must begin with clarity of your current situation. To move towards a culture of inclusive corporate relocation, you need to assess where you stand on the key areas we outlined in the recommendations section of this report:

- **Transparency**
- **Network**
- **Training**

Our simple self-assessment tool takes each section in turn and invites you to review your organization's attitude and approach. With this insight in hand, you can take the first steps towards a more diverse, equitable and inclusive GM programme.



For each of the following, please rate your organization from 1 (strongly disagree) to 10 (strongly agree).

TRANSPARENCY

My company prioritizes transparency in posting international roles companywide (intranet, ERG groups, etc)

1	2	3	4	5	6	7	8	9	10
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My company prioritizes job postings that include explicit encouragement for employees from diverse backgrounds to apply.

1	2	3	4	5	6	7	8	9	10
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My company makes GM policies available for applicants to read in full (assignment terms, benefits and support services).

1	2	3	4	5	6	7	8	9	10
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My company regularly revises GM policies to consider the needs of diverse employees.

1	2	3	4	5	6	7	8	9	10
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NETWORK

My company connects diverse corporate expats with ERGs and other networks.

1	2	3	4	5	6	7	8	9	10
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My company aligns values between diverse employees, hiring practices, relocation policies and office locations so diverse employees have trust in the overall organization.

1	2	3	4	5	6	7	8	9	10
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My company works with third party vendors who also prioritize inclusivity throughout the supply chain.

1	2	3	4	5	6	7	8	9	10
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DEI TRAINING

My company offers DEI training, specifically for Global mobility teams.

1	2	3	4	5	6	7	8	9	10
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My company works to increase DEI integration across departments, including GM.

1	2	3	4	5	6	7	8	9	10
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My company works to increase supply chain diversity.

1	2	3	4	5	6	7	8	9	10
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