



# Inclusion & Diversity

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RECOMMENDATION



THANK  
YOU



KEY  
BENEFITS



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Small-Offices  
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PUBLICITY

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OUTREACH  
&  
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## OUR PURPOSE

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**POC**  
**50%**



**POC**  
**90%**



Background

# OUR RECOMMENDATIONS

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## **Train**

Train employees to avoid microaggressions



## **Inform**

Inform through social media



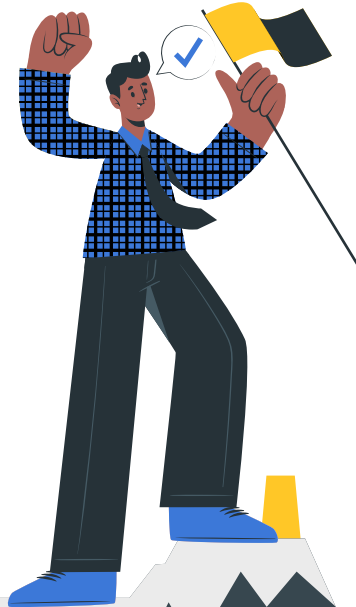
## **Opportunity Zones**

Connect with others



## **Internships**

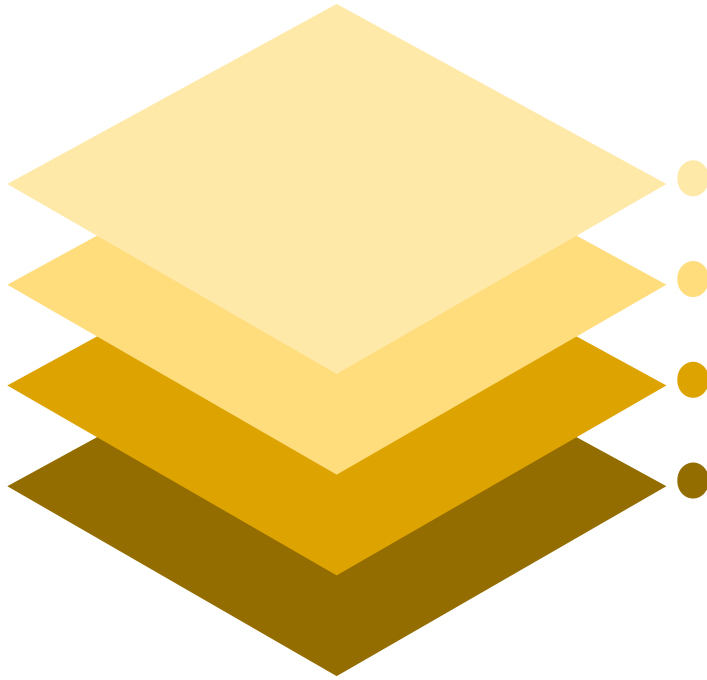
Target a more diverse group



Key Recommendations

To most effectively increase inclusion and diversity in the workplace we believe that West Monroe should focus on retention, open small office(s) in “Opportunity Zones”, target people of color for internships and programs, and significantly boost their presence on social media.

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# Steps

Retention

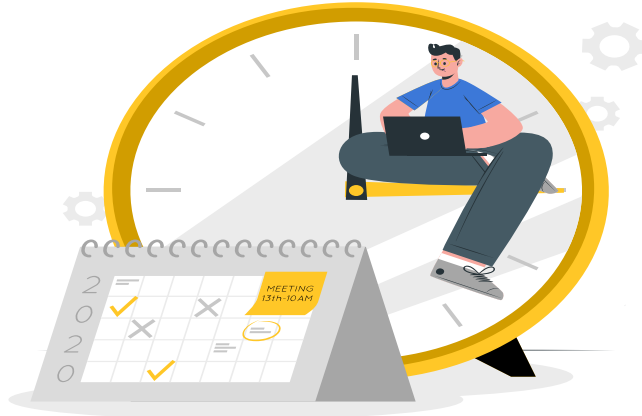
Small-Offices

Social Media

Internships

# Retention

Educating employees on diversity.  
Create programs to cater to differences that may be present.  
Set goals for management to make employees feel at home.  
Management's awareness to respect boundaries.



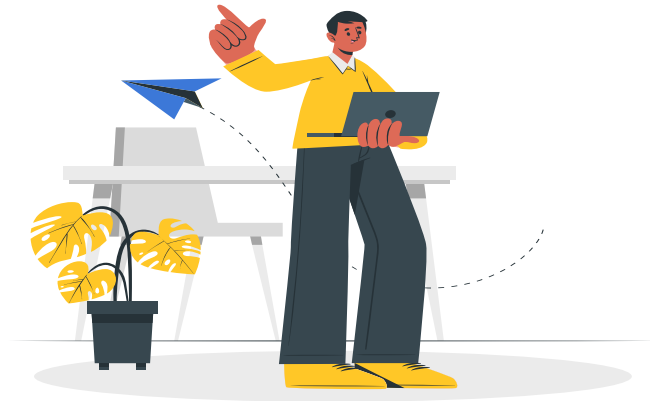
# Small Offices



Engaging communities through opening small offices.  
Sending out office teams to promote.  
Create supportive groups.  
Preferential tax treatment.

# Social Media

Advertise diversity and inclusion.  
Inform employees on differences and how to respect everyone's dignity.  
Community outreach to spread information about different cultures and current racial issues.



# Internship

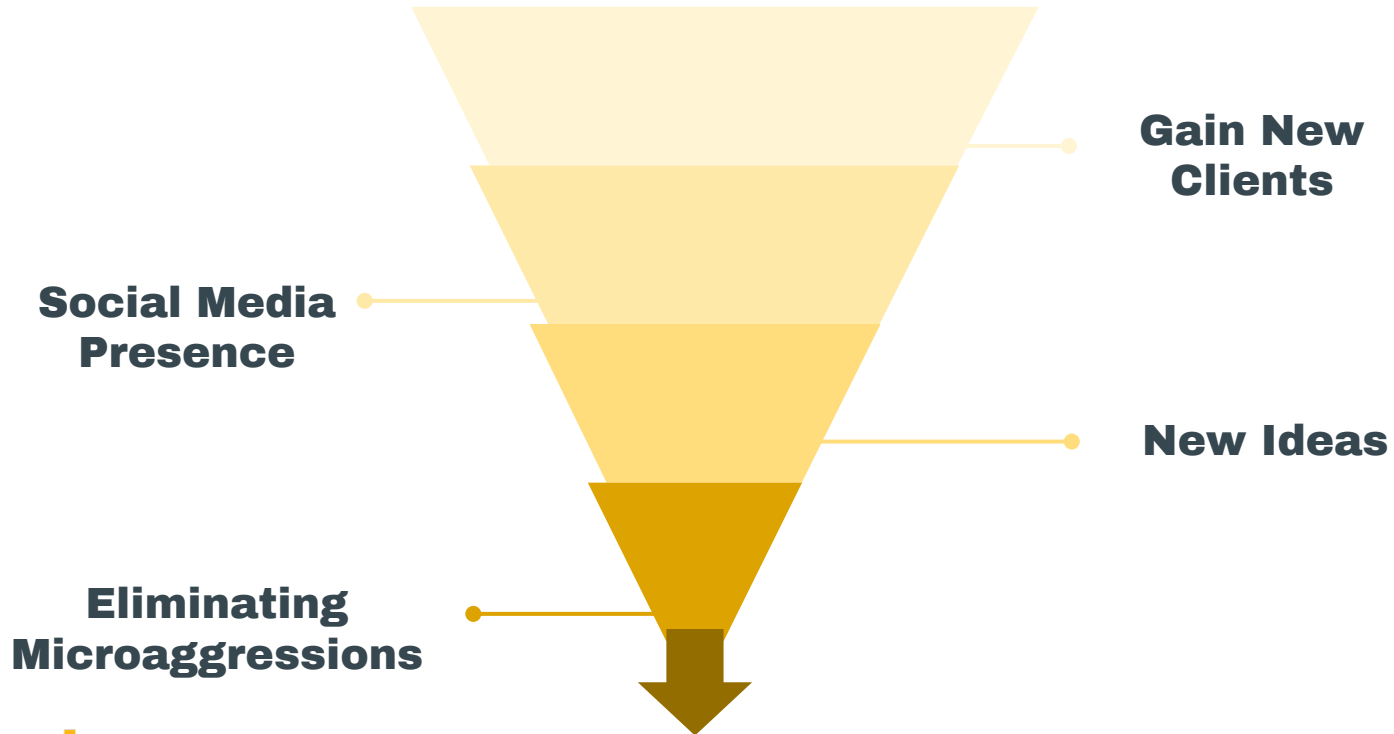


Recruit a variety of different individuals from different backgrounds.  
Increase retention rate through different opportunities.  
Spread the word through experiences.  
Open to new ideas from different world views.



Next Steps 2 of 2

# Benefits



# Thank You!

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## Questions?



Thank You!