

## Action Items for Firms:

1. Start a company-wide discussion on structural racism and DEI in the workplace, in both formal and informal contexts.
2. Include DEI efforts as part of your mission, vision, and values. Consider establishing a firm-wide Diversity Council to set strategy and goals and be a resource to individuals and groups within the organization. Reach out to a DEI firm for help on statements, training, and initiatives. A few Black-led organizations to consider:
  - a. [ReadySet](#)
  - b. [Dereca Speaks](#)
  - c. [The Justice Collective](#)
  - d. [Dr. Dede Tetsubayashi](#)
3. Review your recruiting and interviewing practices. How can your hiring process more actively combat implicit bias? How can you access a more diverse pipeline of talent? Create a plan to diversify staff and pledge to allocate money and resources to these efforts. [Read this [McKinsey study](#) on why diversity matters].
  - a. Does your firm only recruit from a few colleges or universities that may not have a diverse student population?
  - b. Can your firm work with an external recruiter who specializes in DEI recruitment?
  - c. Do your interviewers reflect the diversity of the firm?
  - d. Who do you send to college career fairs and do they match the diversity of the student body?
4. Establish strategies for retention that specifically address underrepresented minorities. For example, create, endorse, and fund affinity groups. [[What is an affinity group and how do you start one?](#)]
5. Track metrics related to racial diversity and be transparent in sharing these metrics with your staff. [[Metrics drive priorities and accountability of leadership](#)]
6. Encourage employees to participate in local STEM outreach programs, particularly those that serve Black communities. We recommend:
  - a. [Girls Inc.](#) has corporate workplace field trips for middle schoolers and high school senior summer internship volunteering opportunities.
  - b. [NSBE SEEK Program](#) is a 3-week summer STEM program for elementary school children in partnership with NSBE.
  - c. [Engineers Alliance for the Arts](#) hosts a 10-week student impact project for students in schools around the Bay Area.
  - d. [ACE Mentor Program](#) pairs mentors with Bay Area high school students interested in Architecture, Construction, or Engineering.
7. If financially feasible, consider contributions to NSBE, or to scholarship or internship funds serving Black engineering students.