

Diversity Management

Employers of Choice attract high quality applicants, cultivate high performance standards, and can count on their employees to go the extra mile. How do they do this? They adopt workforce management best practices that enable them to find, engage, and keep the best workers.

To what extent have you adopted workforce management best practices in your organization? Take the Best Practices Assessment to find out where your company is performing well and where it could improve.

For each Best Practice listed below, evaluate how well your company's actions meet the application standards. Use the following ratings scale:

Rarely apply the practice	1 point
Sometimes apply the practice	2 points
Always apply the practice	3 points

Best Practice	Application	Score
<i>Ensure HR practices are consistent with relevant legislation.</i>	Reinforce legislation requirements through policies and ensure that policies are followed by all employees.	
	Ensure that policies and practices ensure a harassment-free workplace.	
	Adopt hiring and promotion practices that are legally defensible and free of bias.	
<i>Effectively manage differences inherent in a diverse workforce.</i>	Training supervisors on how to manage a diverse workforce, to resolve conflicts and communicate effectively with diverse employees.	
	Provide services to integrate foreign workers into the community, including information about education, housing, banking and transportation.	
	Provide English as a Second Language and literacy training opportunities when required.	
<i>Embrace workforce diversity and foster a culture of inclusion.</i>	Budget for and implement a diversity strategy with clearly articulated goals and accountabilities that are aligned with the company's business and HR strategy.	
	Develop an effective communication plan that uses inclusive language to clearly communicate the diversity strategy.	
	Capitalize on workforce diversity to better connect with different customer bases and update product lines.	
Total Score		

Interpreting Your Score

- 22 to 27** Congratulations, you are well on your way to becoming an Employer of Choice.
- 16 to 21** Though you clearly apply many of the best practices, you would benefit from a greater understanding of the concepts.
- 1 to 15** You haven't mastered the practices, but since you've taken this questionnaire, you value becoming an Employer of Choice.