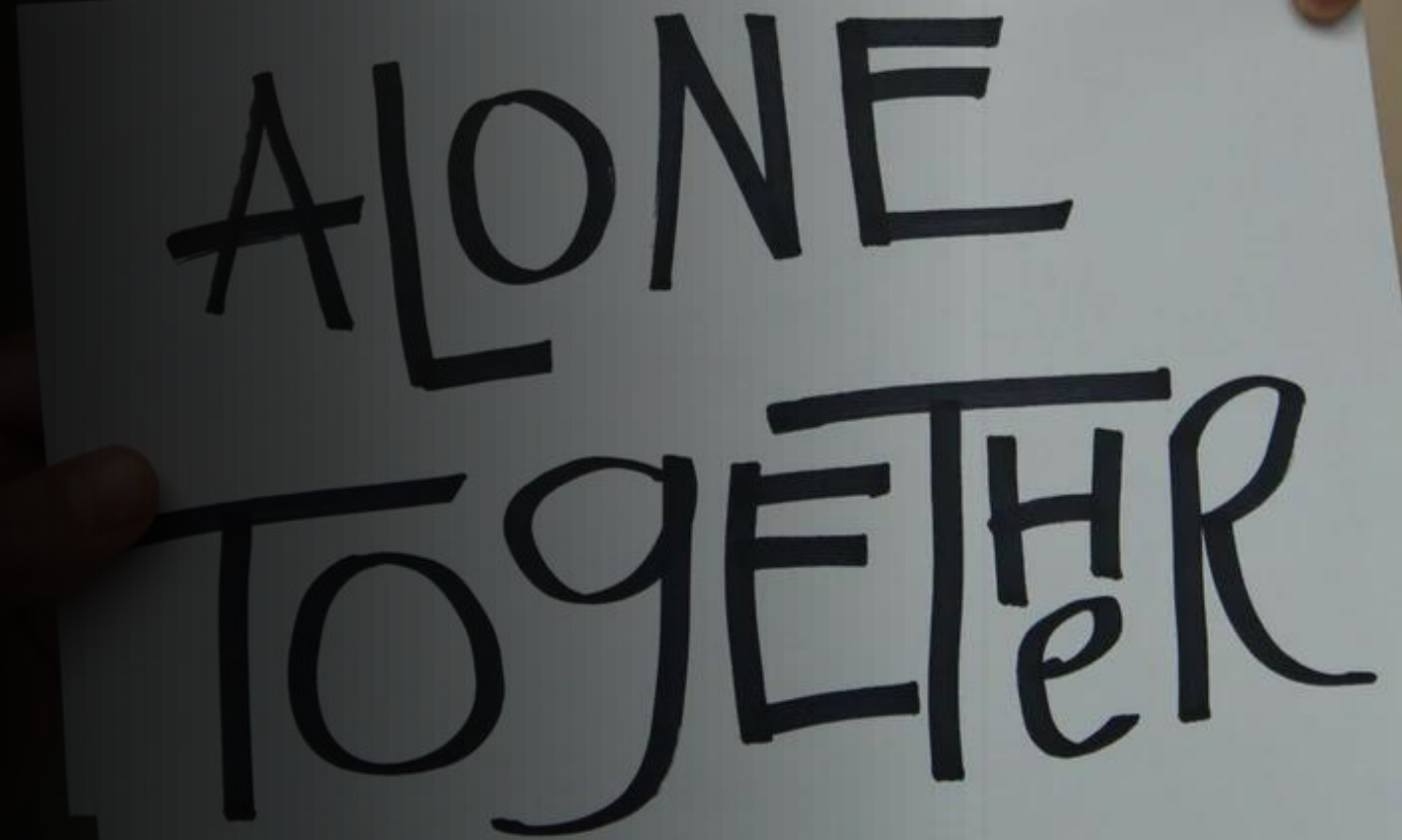




Are We Even
Remotely
Inclusive?




ALONE
TOGETHER

A top-down view of a workspace. In the center is a silver laptop with a black keyboard. To its right is a smartphone with a colorful lock screen showing the time 4:29. Below the smartphone is a white notepad with a black pen resting on it. The background is a dark, textured surface. The text 'Is your company Remotely Inclusive?' is overlaid in white, with 'Remotely Inclusive' in italics. A white horizontal line is positioned below the title. On the left side, there is a list of five items, each preceded by a white bullet point.

Is your company *Remotely Inclusive*?

- Leaders
- Managers
- Employees
- Customers
- Your personal experience

A close-up photograph of a hand holding a silver pen, writing on a checklist on a grid notebook. The checklist has several items with checkboxes, some of which are already marked. The background is a blurred image of a globe, suggesting a global context. The overall tone is professional and focused.

How to better support underrepresented employees who may be more adversely impacted during this time.

Ways to enable your global workforce to communicate more effectively.

How to provide flexibility for the work and life needs of employees.



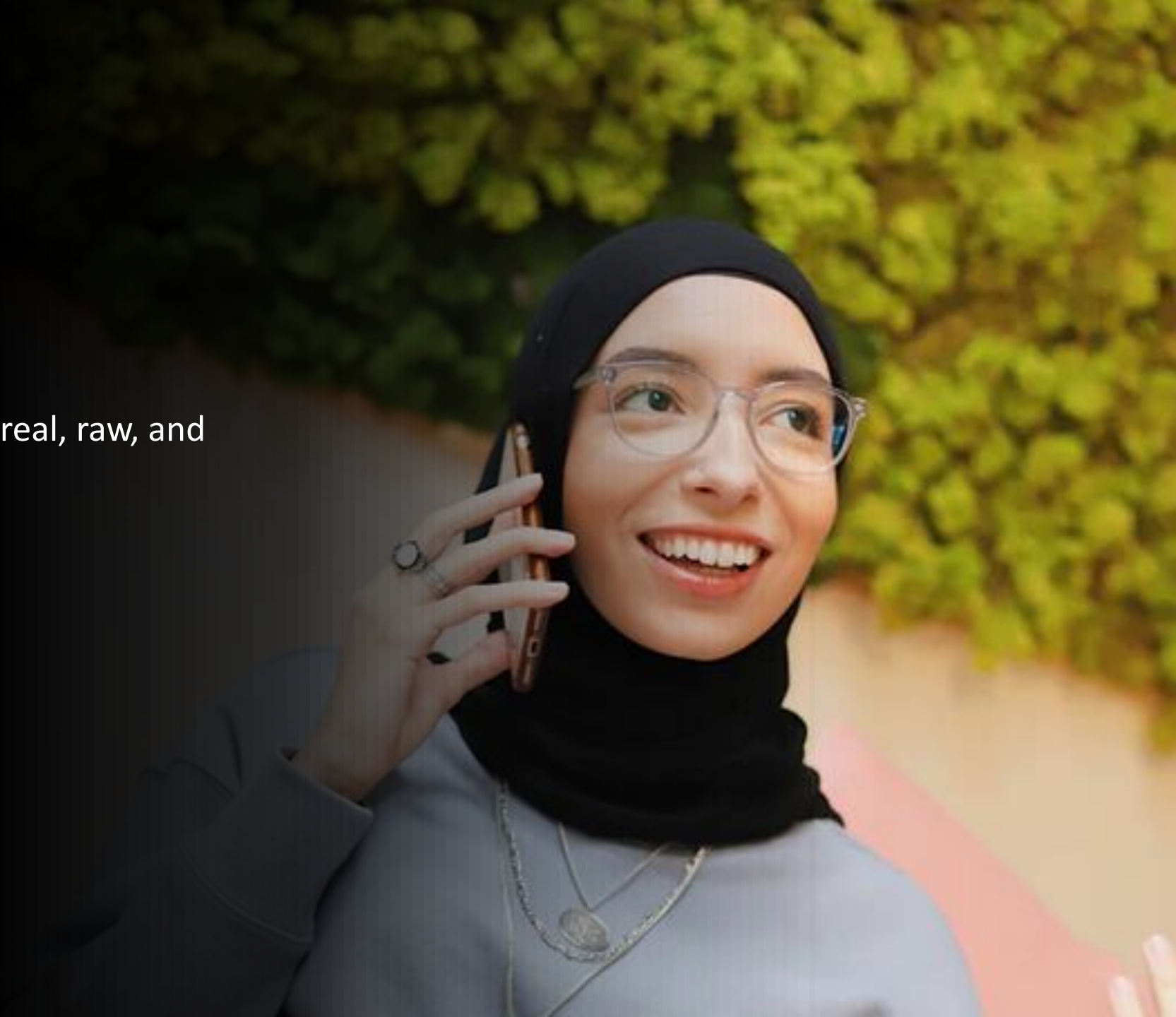


Disproportionate
Effects to
Underrepresented
Communities



Support Underrepresented Employees

- The statistics and news stories are real, raw, and personal.
- Know their names and their story.
- Ramp up connection and feedback
 - Roundtables
 - Check Ins
 - Surveys
- Employee Resource Groups





Enable Global Workforce Communication

- Video meetings can level the playing field
- Pre-reads and agendas are essential
- Translate when possible
- Share time zone burden
- Some employees may not want to come on camera



Provide Flexibility

- We will say “yes” to flexibility unless there is a compelling business reason to say “no.”
- When You Work
- Where You Work
- How You Work



A top-down view of a workspace. In the center is a silver laptop with a black keyboard. To its right is a smartphone with a colorful lock screen showing the time 4:29. Below the smartphone is a white notepad with a black pen resting on it. The background is a dark, textured surface. The text "How can your company be more Remotely Inclusive?" is overlaid in white, with "Remotely Inclusive" in italics. A white horizontal line is positioned below the text. An orange horizontal bar is visible in the top left corner of the image.

How can your company be more
Remotely Inclusive?
