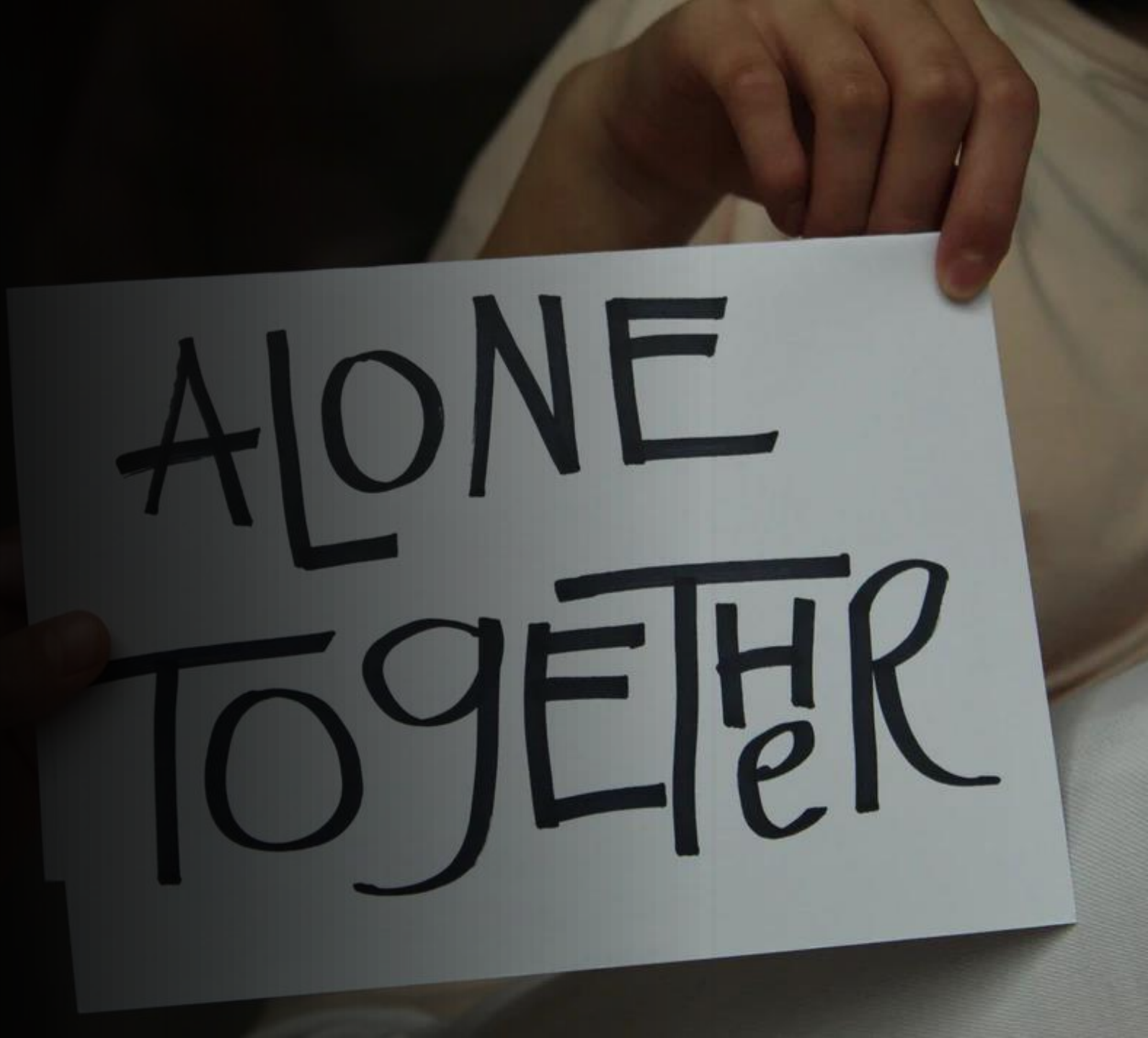




Are We Even  
*Remotely*  
*Inclusive?*

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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 horizontal white 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*?

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- 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-lined notebook. The checklist has several items with checkboxes, some of which are already marked. The background is a blurred blue and white pattern. The text on the left is overlaid on a dark blue background with white horizontal lines.

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

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Ways to enable your global workforce to communicate more effectively.

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







Disproportionate  
Effects to  
Underrepresented  
Communities

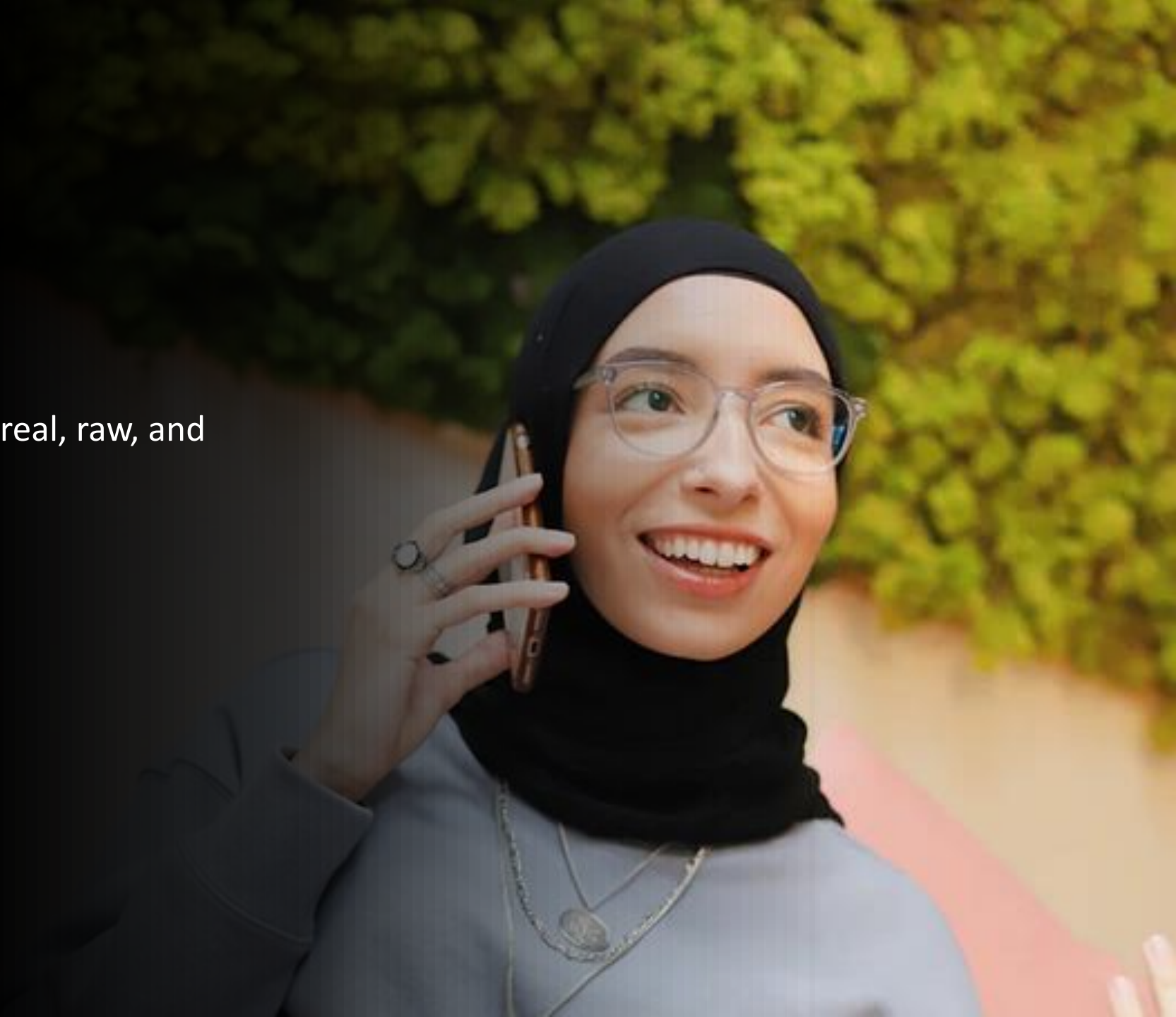
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## Support Underrepresented Employees

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- 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

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- 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

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- 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







How can your company be more  
*Remotely Inclusive?*

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