



**Flyer Enterprises
Strategic Diversity
Plan**



Goals

01.

Strengthen and increase recruitment and retention efforts through equitable hiring and employment practices

02.

Creating a strong shared company responsibility to hold each Flyer Enterprises employee accountable for the advancement of inclusive practices.

03.

Giving students of different majors the resources to develop the skills they need to successfully go through the interview and application process

04.

Growing relationships with organizations within the local Dayton community to help enhance our Diversity, Equity, and Inclusion reach and initiatives.

05.

Developing a sense of transparency within our organization and board of directors to fully disclose our current DEI metrics and how they compare to the University's.



01.

Strengthen and increase recruitment and retention efforts through equitable hiring and employment practices

Strategy 1: Connecting with a multitude of organizations as well as all colleges in order to inform their students about our employment opportunities therefore, expanding our outreach and inviting students from all spaces to be involved.

Deliverable 1: Connecting with a multitude of organizations as well as all colleges in order to inform their students about our employment opportunities therefore, expanding our outreach and inviting students from all spaces to be involved.

Resources: MEC, HRC, Colleges and Schools

Strategy 2: Streamlining the application process in order to mitigate bias and ensure that we are practicing ethical hiring techniques and giving students equal opportunity.

Deliverable 1: Reworking the application to ensure that it does not discourage any groups or populations and avoiding questions that imply or assume past experiences or infringe upon cultural practices and identities.

Responsible Parties: CHRDO, CMO, HR managers

Resources: Office of Workforce Diversification, ODI

Deliverable 2: Create a list of set questions that are asked of all applicants in order to not favor one student over another or give any advantages in the interview process.

Responsible Parties: CHRDO, CMO, HR managers

Resources: Office of Workforce Diversification, ODI

Deliverable 3: Identify qualities and values that we search for in applicants that are unrelated to background or identity so as to mitigate any bias in the interview process.

Responsible Parties: CHRDO, CMO, HR managers

Resources: ODI, FE core values, Office of Workforce Diversification



Deliverable 1: Providing resources and contact information for those that may need support or extra assistance in the application process

Responsible Parties: CHRDO, CMO, HR managers

Resources: FE employees, CHRDO, FE social media

02.

Creating a strong shared company responsibility to hold each Flyer Enterprises employee accountable for the advancement of inclusive practices.

Strategy 1: Working with the ODI, the Crotty Center, MEC (diversity peer educators), and the Human Rights Center to carry out successful diversity and inclusion trainings

Deliverable 1: Implement a company-wide introductory diversity training that can be built upon throughout the rest of the year to provide a base and understanding of what is expected of them and how to create a more inclusive environment every day.

Responsible Parties: CHRDO, HR managers

Resources: MEC, DPE, HRC

Deliverable 2: Continue diversity and inclusion trainings through small group dialogue sessions to ensure participation and interaction with the topics discussed.

Responsible Parties: CEO, CHRDO, HR managers

Resources: ODI, HRC

03.

Giving students of different majors the resources to develop the skills they need to successfully go through the interview and application process



Strategy 1: Attending and participating in recruitment and informational events for all schools and colleges at the University.

Deliverable 1: Creating a presence on campus during NSO and orientation to ensure all first year and new students are aware and informed of the opportunities that Flyer Enterprises offers.

Responsible Parties: CEO, CHRDO, CMO

Resources: CSI, NSO

Deliverable 2: Providing contact information for students who may have questions or concerns regarding the application and interview process, and also giving out helpful tips and information on marketing platforms.

Responsible Parties: CMO, CHRDO

Resources: OD, executive team, Handshake

Timeline: Ongoing

04.

Growing relationships with organizations within the local Dayton community to help enhance our Diversity, Equity, and Inclusion reach and initiatives.

Strategy 1: Connecting Flyer Enterprises employees with local organizations to advance our initiatives into the community surrounding the University.

Deliverable 1: Organizing days of service events where all employees get a chance to connect with a non-profit and help the community in the form of a short term service project, while also learning about people of diverse backgrounds and different identities than they may hold

Responsible Parties: CHRDO, Executive team, COC



05.

Developing a sense of transparency within our organization and board of directors to fully disclose our current DEI metrics and how they compare to the University's.

Strategy 1: Updating our metrics regularly, especially after larger hiring waves to understand how the makeup of our organization is changing.

Deliverable 1: Creating surveys to collect data that allow all facets of identity to be expressed, appreciated, and recognized, as well as ensuring that all employees fill out these surveys for accurate data.

Responsible Parties: CHRDO, FEIT, HR managers

Strategy 2: Working with the data analytics team to create visuals from the data that allow us to understand if/how our employees feel valued and/or included in the company, as well as being transparent with this data.

Responsible Parties: CHRDO, FEIT, HR managers