



# Diversity, Equity, & Inclusion (DEI) Roadmap

## 20 Employees or Less

### Roadmap toward improving Diversity, Equity, & Inclusion at life sciences companies with fewer than 20 employees

Any size company can take meaningful action toward improving diversity, equity, & inclusion within their organization. In fact, starting now is especially important as it will create a strong foundation of DEI at your company and help ensure future success as you grow.

## How to get started:

### Diversify the talent pool from which you recruit

- As part of your MassBio membership, companies with fewer than 20 employees are granted complimentary access to our [Career Center](#) to post job openings and access their database of highly talented diverse candidates (a \$5,000 value).
- Connect with life sciences [affinity groups](#) who can provide direct or indirect networks to diverse talent.

### Refine your recruitment strategy by implementing DEI best practices

- Commit to a recruitment strategy that seeks all types of diversity and avoids the trap of thinking diversity only means hiring more women
- Create interview guidelines that can help identify candidates who can add value to the current culture and not just those who “fit” into the current company culture
- Give yourself time to identify the right candidates as well as diverse candidates. Don’t use time pressures as an excuse not to seek out and interview diverse candidates
- Publicly post all openings, share openings outside of your traditional networks, and make clear in job postings your company’s commitment to diverse hiring

### Improve your supplier diversity spending through the MassBioEdge

- Vendors such as Fisher Scientific have built-in tools allowing you to choose diverse suppliers from within your existing purchasing tools. Visit [connector.massbio.org](#) for more information.

If you’re looking to do more beyond these, or further customize your approach, please reach out to MassBio’s DEI team at [inclusion@massbio.org](mailto:inclusion@massbio.org) so we can discuss next steps such as employee engagement surveys, diversity data collection, creating a company-wide DEI mission statement, and making DEI part of your company strategy.

DEI is an ongoing effort and journey, and results will come over time. For more information about MassBio’s DEI initiative, as well as other tools and resources available to you, please visit [massbio.org/initiatives/equity-diversity-and-inclusion](https://massbio.org/initiatives/equity-diversity-and-inclusion)