

ED&I Roadmap

20 Employees or Less

Roadmap Toward Improving Equity, Diversity, and Inclusion at Life Sciences Companies with Fewer than 20 Employees

Any size company can take meaningful action toward improving equity, diversity, and inclusion (ED&I) within their organization. In fact, starting now is especially important as it will create a strong foundation of ED&I 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 The Partnership Job Board to post job openings and access their database of highly talented diverse candidates (a \$5,000 value). Contact diversity@massbio.org for more information about how to take advantage of this benefit.
- Connect with life sciences affinity groups ([MassBio.org/diversity](https://massbio.org/diversity)) who can provide direct or indirect networks to diverse talent.

Refine your recruitment strategy by implementing ED&I 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 MassBio Edge

- Vendors such as Fisher Scientific have built-in tools allowing you to choose diverse suppliers from within your existing purchasing tools. Contact your MassBio membership rep for more details or reach out to diversity@massbio.org.

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

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