

○ Commitment to Change

Many companies are challenged to make meaningful progress toward their diversity and inclusion goals. Employees need to feel supported and heard and employers need to demonstrate accountability and meaningful action. Mintz works with a number of HR and management teams to build DEI strategies and advise on implementation, measurement, and execution – all with an eye towards demonstrating a commitment to change.

“Diversity, equity, and inclusion can be important components of achieving a workplace that is not merely legally compliant, but also a welcoming environment where employees feel comfortable bringing their authentic selves to work.”

- **Tyrone Thomas**
Chair, Mintz Diversity Committee

○ Scope of Services

<p>Best Practices</p>	<p>Advice on best practices for devising and implementing a DEI strategy</p> <ul style="list-style-type: none"> • Development of diversity policies • Formulation of and guidance on diversity oversight committees • Structuring of management oversight
<p>Data Collection & Performance Measurement</p>	<p>Conducting assessments and identifying indicators of diversity performance</p> <ul style="list-style-type: none"> • Guidance on collection of data for diversity imperatives • Use of industry and DOL data to define performance goals
<p>Legal & Compliance</p>	<p>Creating a legal construct to identify where and how to implement qualitative and quantitative diversity goals</p> <ul style="list-style-type: none"> • Evaluation of adverse impact information • Construction of compliant voluntary affirmative action plans • Maximizing utility for engagement of implicit bias training • Compliant use of diversity programs as business development tools
<p>Human Capital</p>	<p>Strengthening core competencies with underrepresented components in human capital</p> <ul style="list-style-type: none"> • Creation and management of affinity groups • Use of succession planning as a diversity tool • Introducing methodologies to identify prospective bias in recruitment and promotional tools • Assessment of diversity impediments in talent pipeline
<p>Short-term & Long-term Planning</p>	<p>Strategies to provide guidance for individually tailored long- and short-term diversity plans</p> <ul style="list-style-type: none"> • Assessment of industry challenges affecting diversity • Extending relationships with WBEs and MBEs

Workplace Trainings

Interactive training, clear workplace policies and procedures, and the ability to effectively investigate and resolve complaints are more important than ever. We offer a variety of interactive training programs and a wide range of preventive initiatives to effectively manage and reduce risk. Our trainings emphasize professionalism, respect, and civility in the workplace, with a particular focus on tolerance and inclusion.

Trainings available for CEOs and C-suite executives, managers, supervisors, and employees, include:

- Seminars addressing discrimination and harassment, unconscious biases, inclusion, bystander, how to foster a professional workplace environment, creating buy-in and accountability, complaint reporting, protections against retaliation, and the consequences of a lack of pro-active management.
- Manager and supervisor training on how to handle employee complaints and the reporting procedures for managers.
- Human resource and EEO managers on how to process, investigate and resolve employee complaints.
- Implications of email, computer systems, and internet usage on related issues of harassment, discrimination, retaliation, and abuse.

Mintz Leadership



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Tyrone Thomas chairs the firm's Diversity Committee, which formulates and adopts policies that impact the recruiting, retention, and advancement of our diverse attorneys. Tyrone considers diversity to be an all-reaching initiative and not simply a personnel concern; this brings a number of the firm's strategic priorities together – client engagement, alumni relations, community outreach with diverse entities, and business development strategies.

As an employment attorney, Tyrone considers DEI issues integral to his practice. Tyrone has advised clients on whether a pay equity or diversity analysis is appropriate, and he has examined whether recruiting practices are optimized to promote diversity. Other ways in which he has worked with clients on these issues have included evaluating and structuring a pre-employment certification program to increase diversity, implementing a voluntary affirmative action program, and creating and developing diversity councils and affinity groups and appropriate rules relating to them.

Tyrone views his role as going beyond just solving the immediate problem and engaging with the client about some of the other dynamics that may be at play in the workplace and in the organization generally.