

DEIA ROADMAP

HireAbility and Social Contract are partnering over a 4-phase project to cocreate a long-term, sustainable plan to build on HA's current Diversity, Equity, Inclusion, and Accessibility Initiatives and navigate challenges from its current state. Here is a roadmap of what we accomplished in Phases 1 and 2, and what to look forward to in Phases 3 and 4.

PHASE 1

Launch & Stakeholder Engagement



Research & Stakeholder Engagement

Q2-Q4 2022

Goal

Engage a representative group of stakeholders, collect data resulting in a Needs Assessment Report, and set the foundation for a Blueprint of recommendations.

PHASE 2

Assessment & Analysis



Data Analysis

Q3-Q4 2022

Goal

Develop blueprint to embed DEIA into all components of HireAbility including practices/policies, values, and staff training and development that are embraced/used by all stakeholders

Blueprint & Recommendations

Q1 2023

PHASE 3

Implementation



Implementation

Q1-Q2 2023

Goal

Develop an implementation plan that prioritizes recommendations for both HR and service delivery improvements that are embraced by all stakeholders.

PHASE 4

Sustainability



Accountability Structure

Q2-Q3 2023

Sustainability Q2-Q4 2023 Goal

Co-create sustainability and transition plans for a governance structure to ensure long term implementation fidelity including monitoring and evaluation of DEIA practices.