



The Order *of the Good Death*

DEI POLICY

The Order of the Good Death is committed to creating a diverse and inclusive workforce by actively seeking qualified candidates from a variety of backgrounds, promoting unbiased recruitment practices, and providing ongoing training to all hiring managers on identifying and addressing unconscious bias. We believe that a diverse workforce is essential to our success and reflects the communities we serve.

When we hire, we do the following:

Inclusive Job Descriptions:

- Use gender-neutral language and focus on essential skills and qualifications rather than preferred attributes that could inadvertently exclude diverse candidates.
- Clearly state the company's commitment to diversity and inclusion in the job posting.

Diverse Candidate Sourcing:

- Partner with organizations that support diverse talent pools.
- Utilize a variety of recruitment channels to reach a wider range of candidates.

Bias-Free Screening:

- Use standardized interview questions to ensure consistency in candidate evaluation.

Diverse Interview Panels:

- Include individuals from different backgrounds and levels within the organization on interview panels.

Unconscious Bias Training:

- Provide regular training to all hiring managers and recruiters on identifying and mitigating unconscious bias.

Feedback and Monitoring:

- Regularly review hiring data to identify potential areas of bias and make adjustments as needed.
- Encourage feedback from candidates throughout the hiring process to identify any barriers to inclusion.