

# JOB DESIGN FRAMEWORK

## A FRAME OF RACIAL EQUITY AND INCLUSION

Racial equity is essential for good jobs and good workplaces. You can start wherever you want in this framework, but the job elements listed below will have the most impact if you apply them with an equity mindset.

### The Pillars

#### CORE

The basic elements of a good job

##### **Compensation**

Sustainable pay and benefits

##### **Work Environment**

Stable hours and scheduling

Safety

Job security

##### **Supervision Quality**

Fairness and respect

Open communication

Anti-discrimination and anti-profiling policies

Transparent grievance process

#### SUPPORT

Help workers perform well and achieve stability

##### **Training**

Entry-level training

Cross-training

##### **Internal Assistance**

Supervisory training

Financial counseling

Cash assistance

Formal HR practices

##### **External Supports**

Tax credits

Childcare, transportation, housing (etc.) support

#### OPPORTUNITY

Help employees advance in their careers and develop their skills

##### **Career Development**

Specialized training

Educational benefits

Formal career pathways

##### **Mentoring and Coaching**

Peer mentorship

Job coaching

##### **Acknowledgment**

Internal and external recognition

Leveling of perks

Individual and team bonuses

Other financial incentives

#### VOICE

Employees are empowered, engaged, and have agency

##### **Engagement**

Measurement of engagement

Meaningfulness

Mattering

##### **Improvement**

Inclusive, continuous improvement processes

##### **Participation**

Participatory management

Autonomous teams

Formal representation

Employee stock ownership

### The Result

Becoming an employer of choice is a strategy, not an accident. Designing your jobs for equity and inclusion will help you build a great company where your employees thrive.

