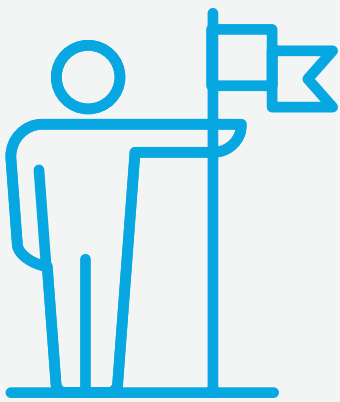


3 Strong Foundations You Need for an Elevated Affirmative Action Program

Without the following items in place, your AA program will not be able to withstand inevitable organizational, cultural, and strategic changes, and will be unsustainable in the long run.



1

Secure Executive Support

Demonstrate the benefits of your transformation initiative and gain the buy-in of leadership. Support from the top eliminates roadblocks. Follow these reporting best practices to win support:

- Design comprehensive workforce reports that emphasize quick consumption
- Create dashboards for speedy on-demand insights
- Report areas of success and improvement with regularity



2

Safeguard Workforce Data

Workforce data is highly sensitive, and you must build systems that handle it safely. Ensure that:

- Your software is SOC 2-compliant
- You use role-based security to set access control and permissions over data
- Your servers are in a secure environment that has passed external audits from third parties



3

Ensure Data Precision

Your workforce data must be validated, must have continuity, and must be trusted across the organization. Embed greater control in workforce processes and data collection by:

- Consistently inviting applicants to provide gender, veteran, disability, and minority status
- Standardizing definitions for applicant consideration and interest
- Creating disposition codes mapped to the hiring process
- Developing standard data management techniques
- Communicating standard procedures to guide HR and business managers

AAPs are no longer the 'end': they are the 'means'.

Approach your affirmative action program from a strategic business perspective, improve competitiveness, and boost your bottom line with the tips in our ebook:

'9 Tools and Strategies to Take Your AA Program to the Next Level'

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