

# DIVERSITY EQUITY INCLUSION

20  
23



## Diversity, Equity, and Inclusion Report

**Date: 25-March-2024**

### Introduction:

At Code Queues, we are committed to building a workplace that values diversity, equity, and inclusion. This report outlines our efforts, progress, and future strategies in fostering an inclusive environment where every individual feels valued and empowered.

### 1. Demographics:

- **Gender:**
  - Male: 60%
  - Female: 40%
- **Age:**
  - Under 30: 40%
  - 30-45: 60%

### 2. Current Initiatives:

- **Recruitment and Hiring:**
  - Implemented blind resume screening to eliminate bias.
  - Partnered with diverse recruitment agencies to attract underrepresented talent.
- **Training and Development:**
  - Conducted diversity and inclusion training for all employees.
  - Offered leadership development programs to support career advancement.
- **Policies and Benefits:**
  - Updated policies to ensure equity and inclusivity.
  - Offered benefits such as flexible work arrangements and parental leave.
- **Community Engagement:**
  - Partnered with local organizations and sponsored diversity-focused events.
  - Provided volunteer opportunities for employees to engage with the community.

### 3. Progress:

- Improved employee satisfaction scores related to diversity initiatives.

#### 4. Future Strategies:

- **Continued Education and Training:**
  - Expand diversity training to cover unconscious bias and inclusive leadership.
  - Provide ongoing education on cultural competence.
- **Recruitment and Retention:**
  - Set specific diversity goals for recruitment and retention.
  - Implement mentorship programs to support underrepresented employees.
- **Transparency and Accountability:**
  - Regularly report on diversity metrics to hold leadership accountable.
  - Conduct pay equity audits to ensure fair compensation practices.
- **Community Impact:**
  - Increase involvement in community outreach programs.
  - Partner with educational institutions to provide opportunities for diverse talent.

#### Conclusion:

At CodeQueues, we are committed to creating a workplace where diversity is celebrated, equity is ensured, and inclusion is a way of life. Through our ongoing initiatives and partnerships, we strive to build a culture where everyone feels valued, respected, and empowered to succeed.

#### Contact Information:

For inquiries or feedback regarding our DEI initiatives, please contact Ajeet Pandey at [ajeet.pandey@codequeues.com](mailto:ajeet.pandey@codequeues.com)