HBG’s 5 areas of focus

- Leadership
- Recruitment & Hiring
- Culture & Retention
- Publishing
- Community
Leadership

• VP of Diversity Equity & Inclusion hire
• Rooney Rule - focus on mid-level and senior level roles
• Diversity & Inclusion Training mandatory for all managers
• Diversity goals in performance reviews
• Senior management outreach
Recruitment & Hiring

• Establish recruitment goals
• Revise job descriptions to be more inclusive
• Train managers in interview techniques to combat unconscious bias
• Expand hiring to remote locations
• Broaden onboarding requirements
• Created an Associates Program
• Continuously conducting information and recruiting sessions
• Partner with outside organizations
Culture and Retention

- Shared staff diversity metrics with employees
- Continuing Diversity Advisory Group/subcommittees
- Mentoring program expansion
- Created 7 Employee Resource/Business Resource Groups
- Conducted anonymous focus group survey
- Providing diversity & inclusion training for all employees
- Expanding communications
• Audited and reported on the diversity of publishing programs
• Establishing goals for broadening the diversity of publishing lists
• Preparing to launch new imprints and programs
• Establishing goals, priorities and guidelines to ensure that our marketing represents the diversity of our authors and reaches all readers - coordinating with diversity subcommittee, marketing strategy division and publishers’ marketing
Community

- Donated a collection of HBG books on the subjects of antiracism, empathy, and social justice to school libraries
- Increased our donations to organizations supporting equality and social justice
- Renew and expand our commitment to social service programs
- Expand our supplier diversity