

# SAMPLE DIVERSITY PLAN

\_\_\_\_\_ is committed to hiring a diverse work force including minority and women workers and vendors that represent the diversity of the State of Illinois. Our goal is to have \_\_\_% diversity on this production.

1. Make it a priority to hire Illinois residents that represent the diversity of the State.
2. Make it a priority to actively recruit and hire African Americans, Hispanic Americans, Asians Americans, Native Americans, Women and disabled individuals in all areas of production, not just talent, extras and entry level positions. We are committed to hiring qualified minorities in skilled, advanced and managerial areas of productions.
3. Recruit and hire minority and female owned vendors that are certified with the state of Illinois' Business Enterprise Program.

In order to achieve these goals, we will execute the following:

- A. Provide a copy of the IL Diversity Production Guide to all department heads that lists minority crew and vendors. Encourage hiring of crew and vendors from this list in order to reach our diversity goals.
- B. Interview and recruit minorities and women for employment opportunities in all areas of production not just talent.
- C. Request a list from Union representatives of minority and women members and encourage hiring of those members.
- D. Make our vendors aware of \_\_\_\_\_'s commitment to diversity by providing them with a copy of our diversity plan.
- E. Track our progress in reaching our diversity goals by using the Tracking Sheet provided by the IL Department of Economic Development.
- F. Access after each production progress on reaching diversity goals and discuss ways to improve the process for future productions.
- G. Recruit Minority and women owned vendors to provide services to the production.
- H. Provide documentation of "good faith efforts" in hiring practice to Department of Commerce and Economic Opportunity.