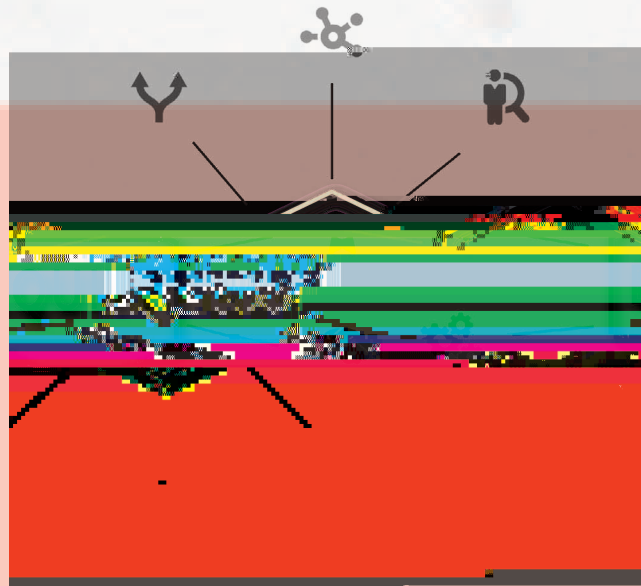


INCREASING EQUITY AT THE WORKPLACE

PROMOTION SYSTEM TOOLKIT




STEP :
IMPLEMENT INNOVATIONS



Directors



Work Equity is an initiative of the Center for Social Innovation at the  College School of Social Work.
www.bc.edu/workequity

Questions?
Please contact us at workequity@bc.edu

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Implement Innovation

This section of the Toolkit for the Promotion System helps your organization get ready to implement a pilot of an innovation that can strengthen the equity of your Promotion System.



Implement Innovation

Implement Innovation

The members of your Equity Initiative Committee will make recommendations about metrics and the plan for implementation of the pilot innovation.

It is likely that the success of the pilot will be enhanced if the leader(s) of your Equity Initiative consult(s) with people who might directly or indirectly affect the implementation of the pilot – people such as supervisors, HR specialists, and members of your Strategic Operations Department.

Implement Innovation

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Table 1: Adv. Metrics to P. bel. a. eP. S. e.

Your organization might select one or more of the measures listed in Figure 13 below to gauge the success of changes made to your Diversity-Equity-Inclusion strategies



Before (%)	Sample Metrics to Consider	After (%)

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Planning and Evaluation

#

Directions:

The members of your Equity Initiative Committee can use the worksheet below to begin to plan for data collection that can help your organization assess the effectiveness of your pilot innovation. The Leader(s) of your Equity Initiative Committee could invite top managers to suggest metrics that are important to strategic business goals and objectives.

	Planning	Evaluation	
Planning			
Evaluation			

Table 2: Metrics to Measure

Your organization will want to gather information about things that have gone well/not well with the pilot.

In addition, your organization might find it helpful to consider whether the innovation that you introduced has had an impact on other Levers for Change in the equity of your Promotion System. For example, if the pilot innovation tested by your organization focused on the assignment of oversight roles and accountabilities for employees' fair access to promotion, your organization might want to think about whether it should adopt an innovation related to data collection (that is, the Planning and Evaluation Lever for Change) in the Promotion System. (See Figure 14, next page.)



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Reflection Worksheet

What is the innovation you introduced? #

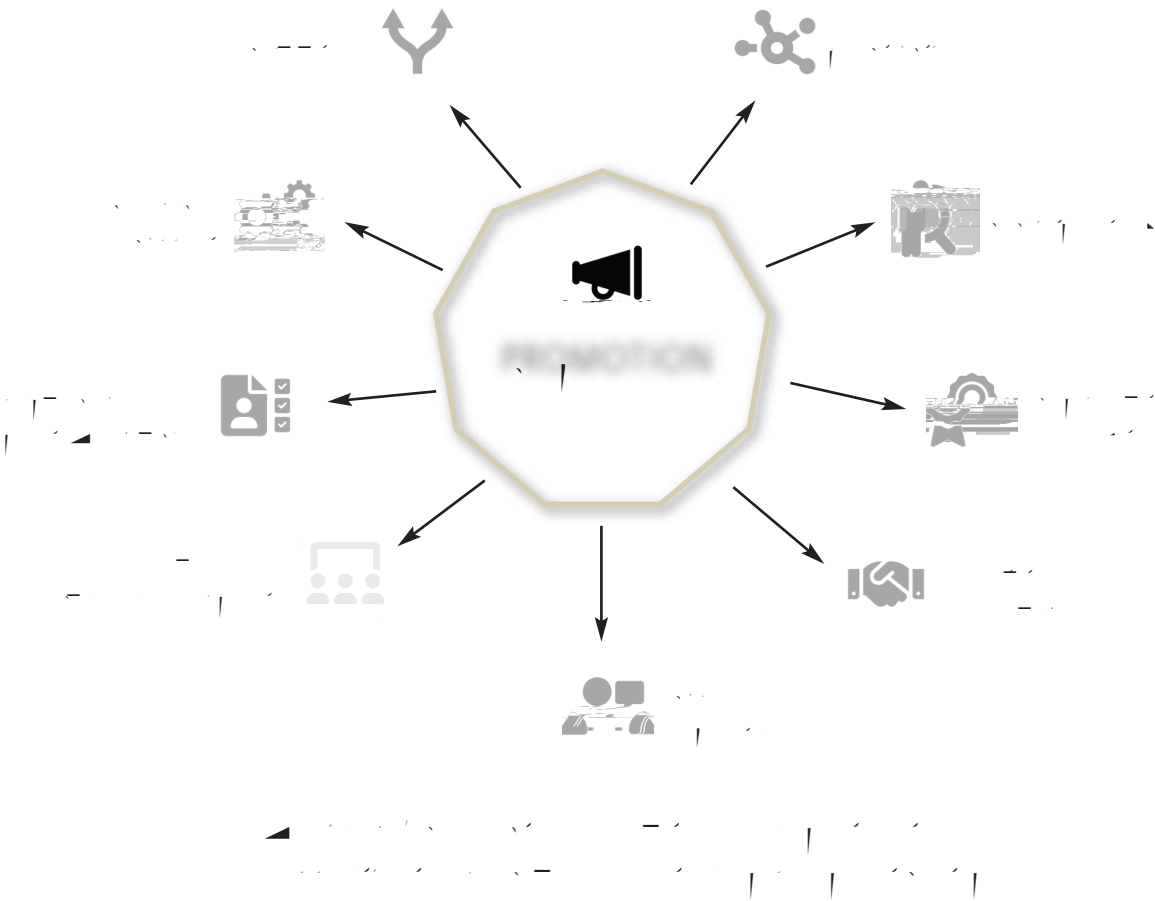
Directions:
Use the worksheet below to record your thoughts about how the pilot innovation you introduced might have "opened doors" for innovation in each of the Levers for Change.

	Structure	Resources	Support



Table 3: Code of Honor Initiative Promotes the Merit-Based Achievement of Employees

As suggested by Figure 15, innovations introduced to your organization's Promotion System might affect some of the other employment systems. For example, your organization might change some of its benefits options if employees are allowed to work remotely (for example, resources for a home office, etc.).



The members of your Equity Initiative Committee can discuss whether the innovation introduced into your Promotion System “spilled over” into any other employment systems. Record their observations below.



Table 4: Managerial, Peer, and Administrative Leadership Promotion System



Directions:
 In consultation with the members of the Equity Initiative Committee, the Leader(s) should prepare communications that share messages about the success of the pilot, as well as opportunities for improving the equity of the Promotion System at your organization.

Managerial Leadership Promotion System	Peer Leadership Promotion System	Administrative Leadership Promotion System	Overall Promotion System