SOCIAL FINANCE'S DEI ACTION PLAN: OVERVIEW

1 Supporting DEI Accountability

1a	Establish specific annual goals around DEI across functions within the organization
1b	Establish process to track metrics and conduct regular audits of progress against goals
1c	Establish regular cadence for sharing information and progress to team and board

2 Aligning & Communicating on DEI

2a	Finalize and launch Social Finance DEI Definitions & Beliefs statement and Action Plan
2b	Launch a detailed and robust DEI communications guide
2c	Establish protocol for formal communications around DEI current events (internal and external)
2d	Establish an external communications plan for our DEI strategy and progress

3 Expanding DEI Capacity & Engagement

3a	Establish a DEI Governance Committee to lead, own, monitor DEI action plan and strategy
3b	Develop capacity of project teams to integrate DEI goals into project work (training, infrastructure, resources, staffing)
3c	Develop capacity of teams to support incorporating community voices in our project work (mechanisms, resources, practices and tools)
3d	Provide annual coaching and DEI training for entire team (tailored by roles and responsibilities)
3e	Embed DEI responsibilities as part of formal job descriptions within HR / Talent roles

4 Recruitment & Hiring

4a	Establish operational infrastructure to execute and support accountability to DEI in hiring
4b	Ensure recruitment process and communications promote equity / level playing field, encouraging candidates from diverse backgrounds to apply and supporting them as they do
4c	Review total reward programs within hiring and consider improvements

5 Talent Systems & Supports

5a	Develop a talent philosophy for Social Finance to outline values undergirding all talent systems and processes
5b	Conduct bias audit across all talent systems to evaluate whether bias exists and work to address and mitigate
5c	Build out existing onboarding and skills-based training infrastructure to ensure team members across diverse work experiences can develop the skills they need to thrive in their roles
5d	Build and increase access to networks and programming that foster an inclusive and supportive work environment
5e	Integrate commitment to DEI into Performance Review and development support infrastructures