



We are committed to
diversity and inclusion



MISSION

smartdept. inc. is a WBENC certified Woman-Owned Enterprise, so we understand the importance and benefits of diversity from the top down. Our mission is to spread awareness around diversity and inclusion by education, making commitments, taking action, and communication around our collective values as a company and a community of recruiting professionals.

We understand having diverse employees drive new ideas, connect us better, brings better talent, higher employee retention, and better customer service. We recognize that differences in age, race, gender, ethnicity, sexual orientation, physical ability, education, belief systems, and background brings impact to our work environments. We believe that attracting, developing, and retaining a base of employees and freelancers that reflects our clients' diversity is essential to our success. We also believe success hinges on working with diverse partners and suppliers.

Our deliberate commitment to hire for diversity and embrace making the workplace an inclusive environment for all staff, freelancers, and external support organizations. We believe that our commitment requires recruiting and beyond, incorporating our ideas and beliefs into daily action.

Our goal is to attract, develop, and retain the best and brightest from all walks of life and backgrounds. This requires a culture of inclusion where all individuals feel respected, are treated fairly, provided work-life balance, and an opportunity to excel in their careers.

STRATEGIC INITIATIVES

Diversity

Improve the representation of women and minority groups. Additionally, we address diversity from a broader perspective and look at all types of diversity. We do not just stop at gender and ethnicity. We also focus on cognitively diverse people.

Inclusion

Create an inclusive work environment that fosters creativity and innovation and promotes engagement through awareness. Enable employees to be their true selves. We encourage and celebrate each person's personal story and how that impacts how they perform their job.

Communications

Ensure that Diversity & Inclusion initiatives, actions, and results are clearly communicated consistently. Provide ongoing training on why diversity is important to us.

External Relations

Engage with vendors, support organizations, and groups that support and align with diversity values and interests.

Accountability

Consistently measure and train how our initiatives work with the EEOC and OFCCP while staying in compliance with our goals and objective.