ISO 30415:2021 (E)

Human resource management — Diversity and inclusion

Contents

	Fore	eword	
	Intro	oduction	
1	Sco	pe	
2	Norr	mative references	
3	Tern	ns and definitions	
4	Fund	damental D&I prerequisites	
5	Accountabilities and responsibilities		
	5.1 5.2 5.3 5.4 5.5	General Organizational governance Organizational leadership Organizational delegated responsibilities for D&I Individual responsibilities	
D&I framework		framework	
	6.1 6.2 6.3 6.4	General Actions Measures Outcomes	
7	Inclu	Inclusive culture	
	7.1	General	
	7.2	Actions	
	7.3	Measures	
	7.4	Outcomes	
3 Human resource management life cycl			
	8.1	General	
	8.2	Workforce planning	
	8.2.1	General	
	8.2.2	Actions	
	8.2.3	Measures	
	8.2.4	Outcomes	
	8.3	Remuneration	
	8.3.1	General	
	8.3.2	Actions	
	8.3.3	Measures	
	8.3.4	Outcomes	
	8.4	Recruitment	
	8.4.1	General	
	8.4.2	Actions	
	8.4.3	Measures	
8.4.4		Outcomes	
	8.5	Onboarding	
	8.5.1	General	
	8.5.2	Actions	
	8.5.3	Measures	
	8.5.4	Outcomes	
	8.6	Learning and development	

	8.6.1	General	
	8.6.2	Actions	
	8.6.3	Measures	
	8.6.4	Outcomes	
	8.7	Performance management	
	8.7.1	General	
	8.7.2	Actions	
	8.7.3	Measures	
	8.7.4	Outcomes	
	8.8	Succession planning	
	8.8.1	General	
	8.8.2	Actions	
	8.8.3	Measures	
	8.8.4	Outcomes	
	8.9	Workforce mobility	
	8.9.1	General	
	8.9.2	Actions	
	8.9.3	Measures	
	8.9.4	Outcomes	
	8.10	Cessation of employment	
	8.10.1	General	
	8.10.2	Actions	
	8.10.3	Measures	
	8.10.4	Outcomes	
9	Products and services — design, development and delivery		
	9.1	General	
	9.2	Actions	
	9.3	Measures	
	9.4	Outcomes	
10	Procurement and supply chain relationships		
	10.1	General	
	10.2	Actions	
	10.3	Measures	
	10.4	Outcomes	
11	External stakeholder relationships		
	11.1	General	
	11.2	Actions	
	11.3	Measures	
	11.4	Outcomes	

Annex A (informative) Self-assessment checklist

Page count: 42