

Human Resources

1. Mosaic shall be equitable and transparent in all hiring procedures.
2. Mosaic shall publish on our website salary ranges for all job categories. Executive salaries are publicly available via the Company's 990 tax return. Mosaic shall include salary ranges for all job postings.
3. Mosaic job postings shall describe the applicable skills, experience and educational experiences preferred for the posted position. Mosaic shall not indicate required years-of-experience and/or education levels in job postings.
4. Mosaic shall recruit new staff using tools and sites designed to provide access to a diverse pool of applicants. Mosaic shall implement recruitment practices to ensure that the pool of applicants includes an inclusive pool of candidates.
5. Mosaic shall design and implement hiring practices that result in a staff with Black, Indigenous and People of Color represented in all employee classifications, including leadership and middle management positions, resulting in a staff that is representative of the demographics of our region.
6. If Mosaic uses a search firm, Mosaic shall select a firm that has diverse and Black, Indigenous and People of Color consultants and a proven track record in finding and recruiting Black, Indigenous and People of Color talent.
7. Mosaic shall support Black, Indigenous and People of Color employees in career advancement opportunities and leadership development through mentoring and educational opportunities.
8. Mosaic shall invest in local Black, Indigenous and People of Color vocational populations through educational and training opportunities.