



# CANNACAREERS

## CannaCareers Job Board Employer Checklist

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#### REQUIREMENTS:

- Legally licensed to operate in your state.
- Are you posting paid job(s) for which you (your specific company) are hiring?
- Do you have a designated HR person, team, or service?
- Is your community engagement plan clearly defined and is it providing/planning to provide a tangible benefit to marginalized communities?
- Do you pay your employees a livable wage for the area in which you are located?
- Do you have a clearly defined Social Equity/DEI policy?

#### NICE TO HAVES:

- A year or more of recorded operations.
- Employee handbook which includes policies that gives clarity to how employees will be advocated for/how they are empowered to advocate for themselves.
- Are you open to allowing us to anonymously survey your employees about their experience working with you?
- Workplace harassment/racial sensitivity training available and implemented when necessary for your team.
- Benefits packages available for all employees, both part-time and full-time.
- Professional development training available for employees interested in being promoted internally.

**IMPORTANT INFORMATION TO NOTE:** Women of Color in Cannabis, WOCC, pronounced WOKE! reserves the right to remove companies as a WOCC CannaCareers approved Job Board Employer. Acceptance to the WOCC CannaCareers program is conditional and ongoing only on the basis of continued fostering of safe spaces for women, BIPOC folx and other marginalized groups..