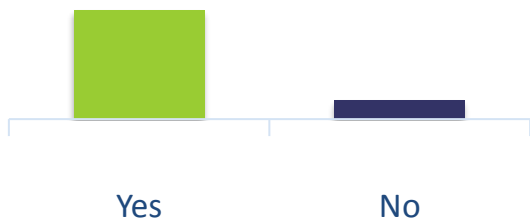
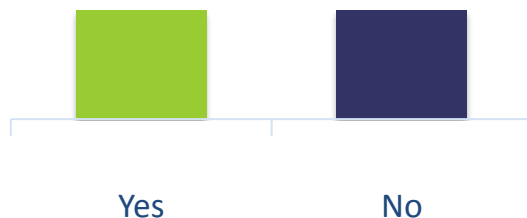


Do you regularly discuss Diversity and Inclusion initiatives with the leadership team?



Does your organization partner with nonprofits and community organizations that are aligned with your mission?



Has your organization implemented any of the following?



How do we make our organizations and communities fairer?

- Hire diverse candidates that have the requisite skills in their area of expertise.
- The recent changes flexibility organizations have supported in getting out to vote is a step in the right direction.
- Keeping inclusivity efforts at the forefront every day, not just when it is in the news.
- More exposure to minorities to industries that have been under exposed.
- Get more creative about onboarding talent in a way that is inclusive vs exclusive.
- We must make sure everyone is aware of the opportunities.
- I think fair is a word that needs more context. Many think this means everything is the same for everyone. While I believe it means everyone has the same opportunity. How you deal with and capitalize on those opportunities is the difference.

How does your company define and prioritize diversity?

- We believe each person is unique and can be recognized for their differences. These differences can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. We try to hire for competency of role regardless of dimension.
- Through published diversity goals, inclusive interview process requiring diverse panels, and support of employee resource groups.
- It is one of the top 3 initiatives of the CEO
- I think most organizations, including mine, define diversity in far too limited ways. We do prioritize it with investment in both people and dollars. And use measurement to understand the return.