



2024 DEI Committee Progress

TRAINING IMPLEMENTATION



What we did: As part of our ongoing commitment to fostering a safe, inclusive, and respectful workplace, we added a comprehensive sexual harassment and discrimination training to our annual training program for all employees. This initiative underscores our dedication to creating an environment where all employees feel valued and protected. The training will equip our team with the knowledge and tools necessary to recognize, prevent, and address inappropriate behavior, ensuring that our workplace remains a space where everyone can thrive. We believe that by educating our workforce on these critical issues, we can further our mission of promoting equity and respect for all.



What we learned: By educating our workforce, we have taken proactive steps to prevent incidents of harassment and discrimination, fostering a safer and more respectful workplace. And feedback included that employees feel more confident in the company's commitment to their well-being, which has strengthened trust and morale across the organization.

ANNUAL DEI PROGRAM



What we did: We introduced an Annual DEI Training Calendar, designed to integrate DEI principles into our company's yearly planning. This comprehensive calendar outlines a series of quarterly training sessions aimed at building awareness, promoting inclusive practices, enhancing communication, and sustaining our DEI efforts. In Q1, we will focus on Continually Building Awareness and Understanding topics/initiatives, Q2 will be focused on Promoting Inclusive Practices, Q3 we will turn our attention toward an in-person training on a DEI topic at our quarterly company meeting, and finally in Q4 we will focus on Sustaining DEI Efforts as we look toward the next year.



What we learned: This new program is still in its infancy for our committee. However, reflecting on why this program was started was to help share the load of the work it takes to continue grow in our DEI efforts and initiatives. Each of our committee members performs a full time job and volunteers their time on this committee. We hope that by breaking up the work each quarter, we can meet our goals for the year and keep the work equitable.

DISC ASSESSMENT TRAINING



What we did: In our hybrid and remote working environments, team collaboration can feel harder to achieve. Our committee decided to bring in an outside consultant to help us better understand our communication styles in hopes of fostering improved patience and overall team building for our employees. We chose a DiSC assessment. This method benefits teams by enhancing interactions, reducing conflict, and increasing self-awareness. It helps team members understand different behavior styles, leading to more effective teamwork. The assessment also provides insights into how colleagues work and think, which can boost job satisfaction and engagement. Additionally, it aids in leadership development by helping leaders understand their style and how they are perceived. Finally, it can reduce unconscious bias in hiring by offering a structured approach to identifying the best candidates.



What we learned: The training provided an engaging and interactive experience for our employees. By exploring the similarities and differences in each team member's DiSC style and working through various communication scenarios, employees gained valuable insights into their colleagues' behaviors and communication preferences. We hope this new understanding will significantly enhanced our team's ability to interact effectively.