



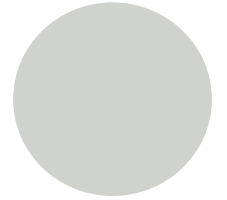
DEI Team Overview

December 7, 2022 Agency Meeting



DEI Team Overview

- Our goal is to have a team that represents diversity of voices, perspectives and demographics across roles and levels
- Be a champion of allyship - intentionally work to foster a culture that embraces curiosity, tough conversations, invites vulnerability, and authenticity
- 5-6 team members
 - Co-chairs and sub-teams
 - 1-year terms that can be renewed
 - Ability to volunteer 2-3 hours per week to team initiatives
- Complete Interest questions via email



Membership Criteria

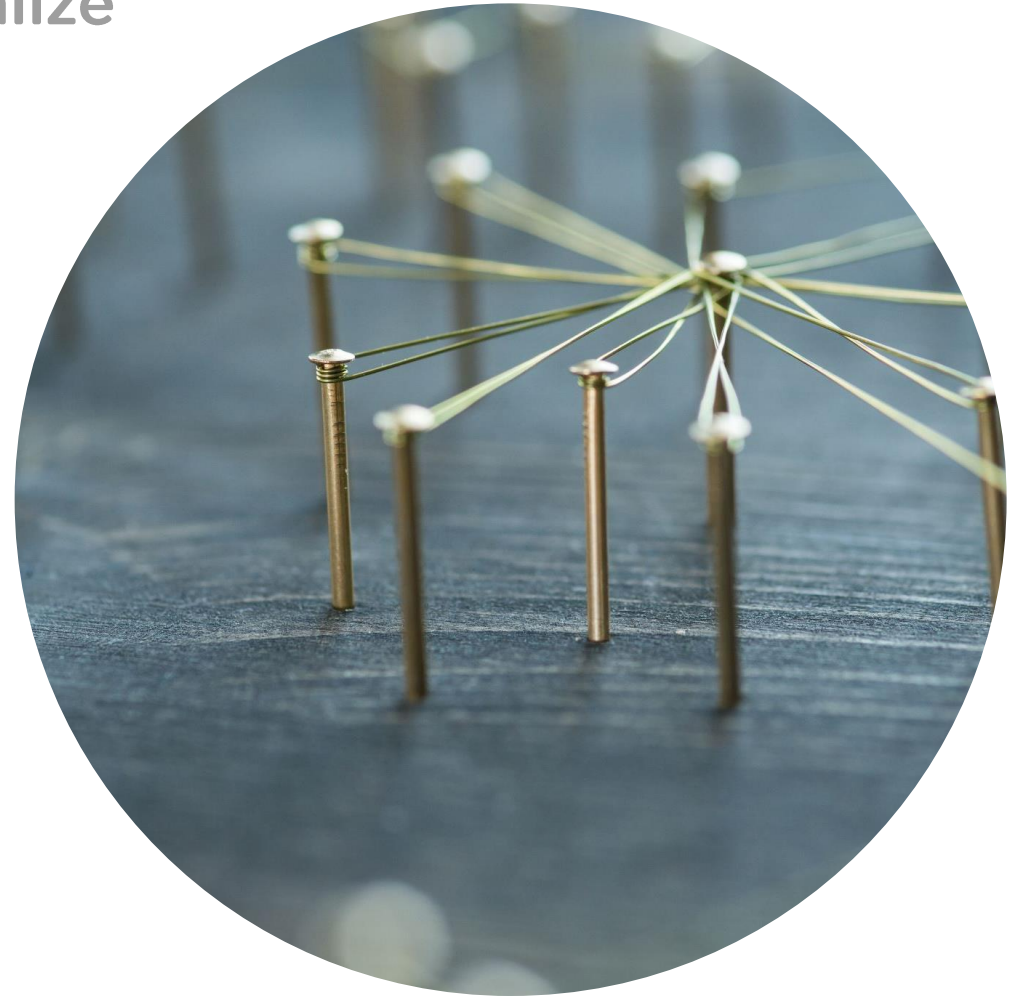
- Members are GR employees that volunteer to serve
- Celebrates, values and respects the talents, perspectives and differences of others
- Embraces intentionally fostering a culture that embraces curiosity, tough conversations, invites vulnerability, and truly embodies allyship.
- Passion and genuine interest in embracing DE&I as a competitive business advantage
- Open to evolving GR policies and practices
- Ability to attend monthly meetings
- Ability to support the team and carry out individual /sub team assignments
- Act as change agents for the organization – challenge the status quo – champion DE&I and promote the company as an employer of choice



Responsibility Examples

Team will continue to discuss & formalize

- Identify DE&I vision and mission
- Identify short-term and long-term goals
- Draft strategic 1-year plan
- Intentionally foster an internal culture that embraces curiosity, tough conversations, invites vulnerability, and truly embodies allyship.
- Formulate recommendations for the development or modification of policies and practices
- Identify opportunities for the organization to engage with its broader communities to promote equity, social justice, and inclusion (i.e. community volunteer activities, corporate social responsibility initiatives, etc.)
- Serve as a DE&I communications vehicle to senior management as well as across the organization by helping to develop the tone of internal messaging
- Conduct a self-assessment of Council effectiveness during the year that describes accomplishments relative to developed goals and chartered responsibilities, challenges and barriers encountered during the period, and recommendations for solutions.



Next steps

- Interest forms to be completed and sent to Tina by December 19.
- We're aiming to have the team selection finalized ahead of winter office closure
- First committee meeting to be held in January at the new office





Thank you!