



Are we doing this right?



Diversity & Inclusion Thoughts

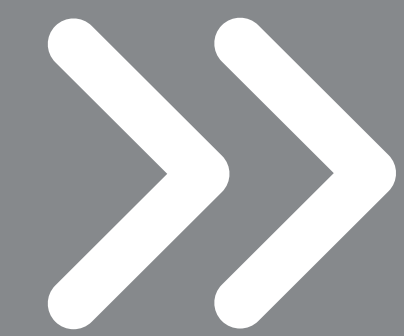


Diversity & Inclusion is more than a tagline. It takes work.

WHEN CREATING POLICIES, THINK ABOUT:

- Creating a safe and welcoming environment for everyone.
- Being colorblind.
- Understanding the power of process and policies.
- Overlooking employee resource groups.
- Being inflexible.
- Pigeonholing.
- Allowing harmful behavior.
- Recognizing unconscious bias.

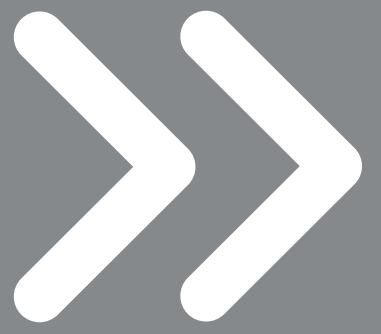




ERG's Employee Resource Group

WHAT IS AN ERG?

ERG's are an incredibly valuable place for people of color, women, the LBGTQ+ community and allies to vent, share best practices, and learn new ways to help. Having an ERG can be vital to ensuring your employees feel **included** in your organization, not just represented.



ERG's Employee Resource Group

WHAT CAN AN ERG HELP WITH?

- Community Events
- Increase connections and cultural competence
- Recruiting initiatives.



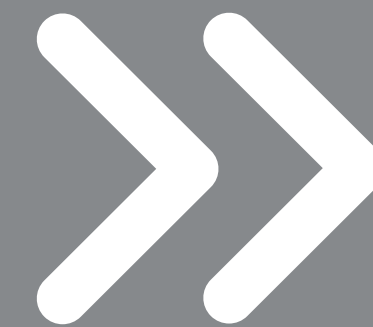
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