



## Inclusion and Diversity Strategic Plan Five Pillars of Focus:

### **Ensure leadership commitment and accountability**

– through focused accountability at all levels of leadership and a working environment where everyone feels they belong

### **Create a more inclusive work environment**

– by building and sustaining an inclusive culture that roots out bias and drives individual empowerment and accountability

### **Achieve greater workforce diversity**

– through targeted recruiting strategies and accelerating the development of diverse professionals

### **Lead in building economic inclusion**

– by increasing diverse business and workforce participation, contractual commitments to our partners and breaking down barriers to under-represented businesses through mentoring and support

### **Enhance and expand our community involvement**

– by establishing a comprehensive and cohesive community engagement model across the enterprise, leveraging our Employee Resource Groups to support our annual community engagement goals

