



DOLIR: “3 in 6” Inclusion & Diversity actions (Version 1.0)

1. Recruitment and Retention

- **Description:** Establish a DOLIR Inclusion & Diversity Council
- **Desired impact:** Close the gaps that exist between I & D groups (to be defined) when comparing the number of applicants for open positions to the overall applicant pool (recruitment) and the average tenure to overall workforce tenure (retention)
- **Current status:** Council formed on 10-7-20
- **Next steps:** Define Inclusion and Diversity groups and collect and analyze data

2. Education and Outreach

- **Description:** Create a culture that values Inclusion and Diversity (to include employees, suppliers and other stakeholders)
- **Desired impact:** 100% commitment by leaders to the values; increase in purchasing for minority groups; increase in new hires and promotions for I & D groups
- **Current status:** Begin outreach to all leaders at DOLIR Leadership Forum on 10-27-20
- **Next steps:** Focus first on senior leaders, managers and supervisor training and commitment to values

3. Communication

- **Description:** Provide opportunities for employees to explore different cultures and growth opportunities
- **Desired impact:** Increase number of events where I&D is included as a topic
- **Current status:** Begin with monthly communications by senior leaders on 10-27-20
- **Next steps:** Identify speakers, platforms, and timetables

