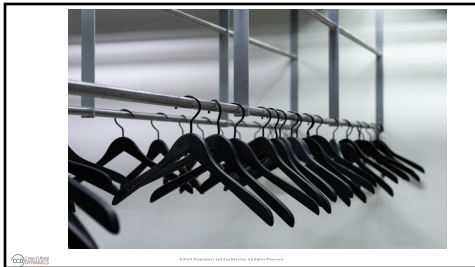
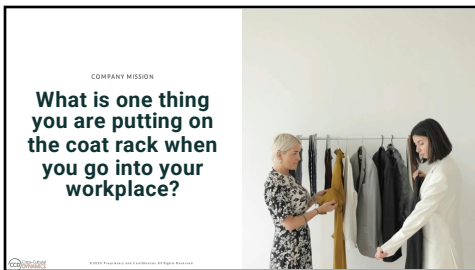




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The Importance of Diversity



Diversity leads to a wider range of perspectives
A diverse leadership team will bring different life experiences and viewpoints to decision making.



Diversity encourages innovation
People with different backgrounds are more likely to think outside the box and challenge the status quo.



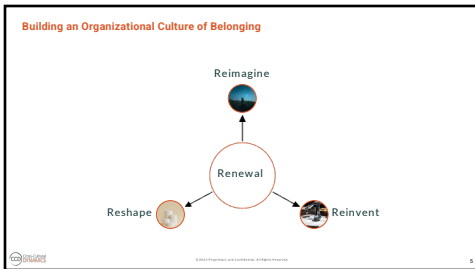
Diversity promotes cultural competence
Leaders with inclusive diversity are better equipped to understand and meet the needs of a diverse customer base.



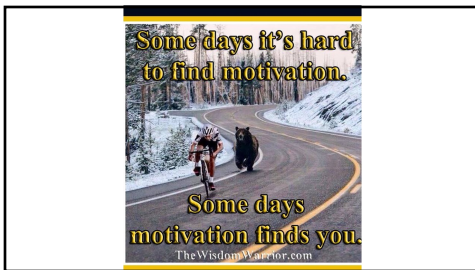
Diversity drives better business results
Companies with greater diversity consistently outperform less diverse competitors on profitability.

In summary, diversity provides immense benefits for organizations, leaders, and employees. Embracing diversity and inclusion is crucial for success.

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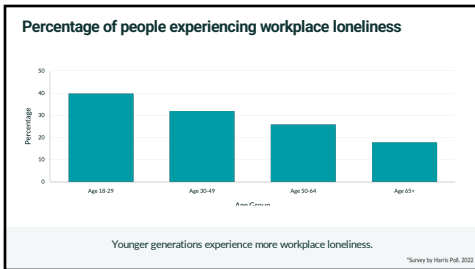


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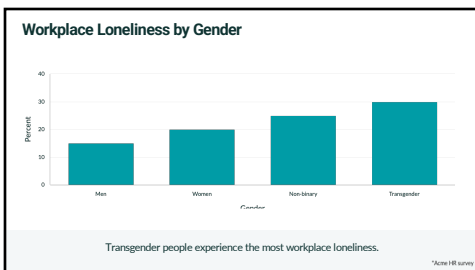
**"Loneliness is not the absence of people
but the absence of connection."**

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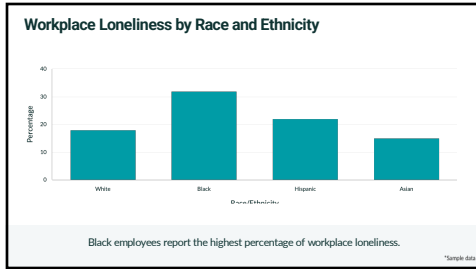
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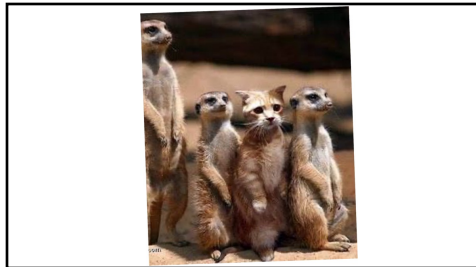
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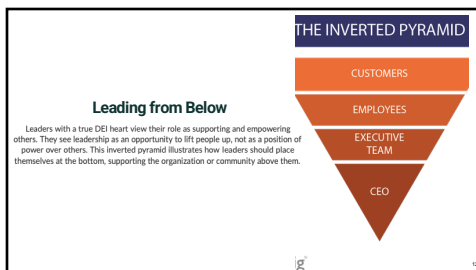
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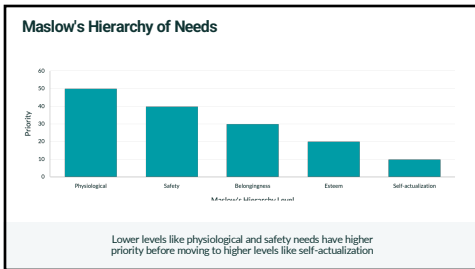
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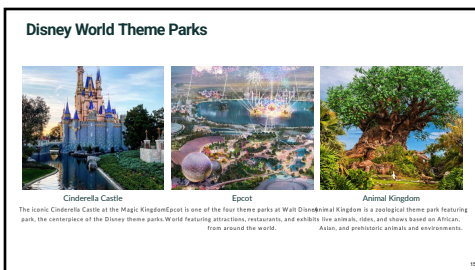
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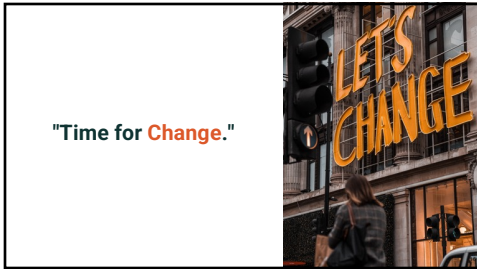
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"Learn how to learn by recalling how you learned in the first place."



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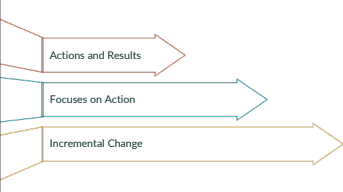
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Loop Learning

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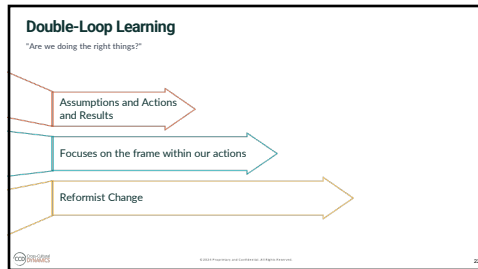
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Single-Loop Learning
"Are we doing things right?"

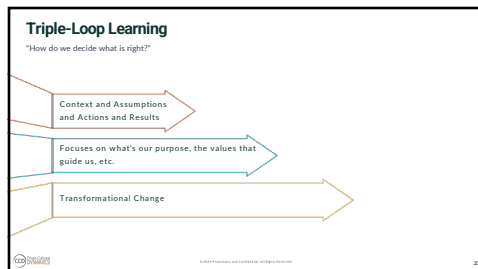


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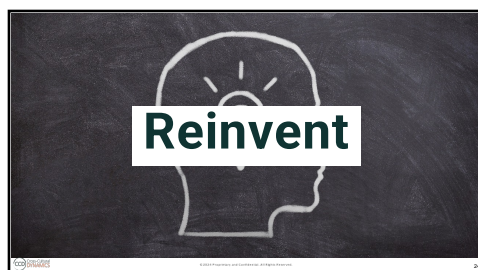
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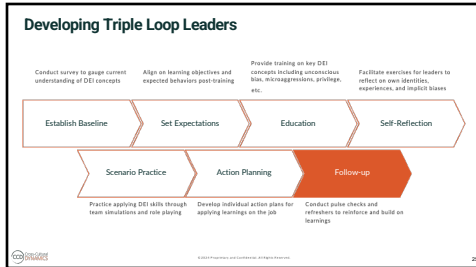
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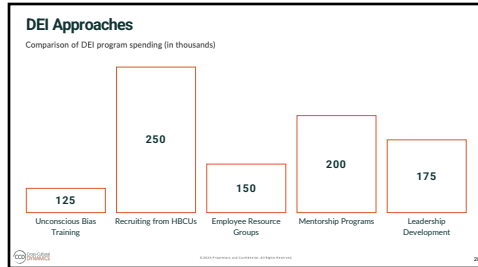
“When I talk to managers, I get the feeling that they are important.

When I talk to leaders, I get the feeling that I am important.” – Carl Sagan

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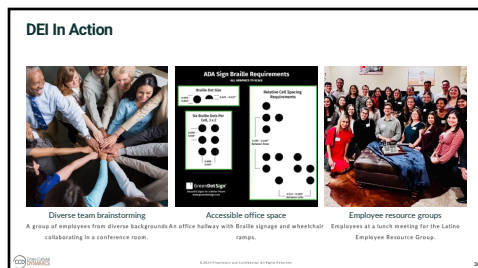
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DEI Metrics

Metric	2018	2019	2020
Percentage of women employees	45%	47%	49%
Percentage of racial/ethnic minority employees	32%	34%	36%

*Data from company's annual diversity reports

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- Top DEI Priorities**
- Employee Resource Groups**
 Foster communities for underrepresented groups to support each other, advocate for change, and provide insights.
 - Hiring Practices**
 Ensure fair and equitable hiring processes through unbiased job descriptions, diverse interview panels, and structured interviews.
 - Leadership Representation**
 Aim for diversity within leadership teams to champion an inclusive culture from the top.
 - Education and Training**
 Provide ongoing training at all levels on topics like unconscious bias, microaggressions, and having inclusive discussions.

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Contact Information

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