



THE
LEARNER'S GROUP
SOLUTION BASED CONSULTING

The Learner's Group is a solution based consulting firm helping organizations define, redefine, strengthen, and create culture by progressing from a sole focus on diversity and inclusion to enhancing and increasing employee engagement.

The Learner's Group and CEO Rodney Patterson have worked within the Farm Credit System, in varying capacities, for more than a decade providing support to over one-third of the system's entities. TLG has navigated FCS entities through regulatory processes administered by the Farm Credit Administration. Most notably, TLG helped draft and implement the most effective and transformative diversity, inclusion, and engagement strategy currently utilized by the System's largest entity.

Anthony Chavez is TLG's VP of Learning Systems and Agriculture Initiatives. Mr. Chavez has deep family and ancestral ties to southwestern American agriculture (Navajo/Chicano) with proven on-farm management expertise in agricultural mechanization, finance, and production. He holds a Master of Science in Agricultural Education and Mechanization from Southern Illinois University at Carbondale.

TLG: Trusted. Experienced. Committed.

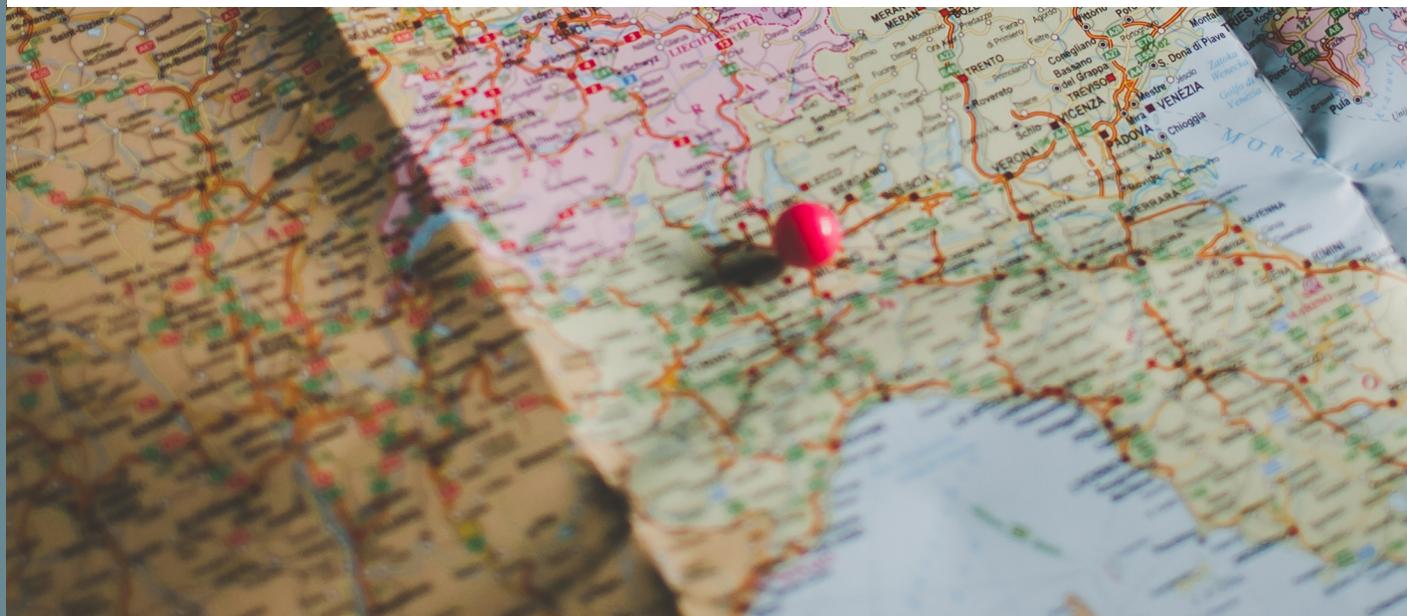


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A ROADMAP FOR ADDRESSING **RACISM AT WORK**

AND BEYOND





Personal Commitment

Make a personal commitment to engage in a measurable and demonstrative action:

- Could involve a passive or active action

Involve yourself in personal learning about race and racism, using a combination of articles, books, documentaries, movies, museums, podcasts, conferences, etc.

Select a group of colleagues to develop a collective action plan involving both an individual and organizational commitment for the remainder of 2020:

- Could include passive or active action for the personal commitment
- Collective action should include an active initiative (Ex: Read book and start discussion group)

Leadership Commitment

Allocate resources in the current quarter to establish ongoing, multi-faceted initiatives for 2021. Initiatives should involve people of color intentionally, utilizing an ECA* model.

Assess what has occurred over the past 1-3 years regarding the Association's or Bank's commitment to address issues of race and the effectiveness of those efforts. Include the fiscal amount allocated in the assessment.

Commit to concrete, measurable next-step initiatives for this group during 2021 and allocate adequate time and resources. Include clearly delineated goals and objectives for 2021.

*education, communication, action

Additional Considerations

SELECTING CONSULTANTS

Background:

Subject matter experts in race and racism.

Experience navigating the nuances that exist within the Farm Credit System.

Working knowledge of agriculture is also a plus.

COMPREHENSIVE STRATEGY

Develop the short-term and long-term strategic commitments to avoid a "one-and-done" approach.

ENGAGEMENT

Include employees-of-color in planning processes.

Conduct focus group interviews to gain insight into how employees-of-color experience working at the Association or Bank.

Encourage and be prepared to receive authentic feedback.