2022 Diversity, Equity and Inclusion Committee Report

Contact: dei@mosaicecology.com

Committee Structure & Responsibility

The Diversity, Equity and Inclusion (DEI) Committee consists of a Committee Chair, who is a representative from management and whose role is to coordinate scheduling and implementation of committee proposals. The core of the committee is made up of three to four staff members who represent the Mosaic community and do the majority of the proposal creation, idea sharing, company education, and invitation of outside consultants. One of the committee’s main goals is to build a staff that more closely reflects the composition of our local community. In order to accomplish this goal, the committee is tasked with identifying ways to increase awareness within Mosaic Ecology to create a more welcoming and comfortable working environment for women, members from indigenous communities and communities of color, and the LGBTQIA+ community, particularly in positions of leadership. This philosophy applies to our company and our community.

2022 Accomplishments

* **Change Agent Cohort:** Sent two staff members to a 6-month long training put on by the Intertwine Alliance Equity and Inclusion Initiative. Our representatives participated in the Equity and Inclusion Awareness-Raising Cohort, which is designed to teach folks about change agency, and to provide them with resources and strategies to help facilitate change within their respective organizations. Educational materials are archived into the company database with the intent of hosting future in-house training on DEI.
* Posted on 12 job boards with 4 positions in efforts to increase diversity in management and leadership positions. This allowed for over 300 applicants. Of those hired, 21% identified other than Caucasian, 43% identified other than he/him.
* Company-wide pay scale adjusted to address equity issues and increased cost-of-living expenses.
* Scheduled all wide company training with Derron Coles with DRC Learning Solutions.
* **Self ID Survey:** Sent out a new self-identification form to begin gathering more accurate and detailed census of the company. The information gained from this survey will be a valuable resource for creating new equity based objectives, analyzing where the company should improve, and help implement new hiring practices.
* **New committee members:** With folks moving on to new organizations throughout the year, the DEI committee has added two new members. The committee will continue to inquire about new membership as current members depart. If you are interested in joining please send an inquiry to dei@mosaicecology.com.
* Operations coordinator exchanged philosophies of restoration practices and small business operations with Siabuela Sokomani, a native plant nursery owner with operations based out of South Africa. Emphasis on ecology of the Columbia River Gorge.
* Improved work/life balance by providing more freedom and independence for employees to apply and manage PTO.

2023 Goals

* Continue to adjust hiring practices to attract more diversity in applicants.
* Continue to have a presence in the Intertwine Alliance Equity and Inclusion Initiative.
* Organize a company DEI training.
* Give an all Mosaic presentation about what it means to a change agent within your organization.
* Solidify/restructure our HR system so that folks feel comfortable speaking up should they have issues.
* Gather bi-yearly self-identification info on employees, use these findings to continue adding to a diversified workforce.
* Continue to gather employee feedback and work to improve employee work/life balance.