

# 2023 Diversity, Equity and Inclusion Committee Report

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## Committee Structure & Responsibility

The Diversity, Equity and Inclusion (DEI) Committee consists of committee members and 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 of indigenous communities and communities of color, and the LGBTQIA+ community, particularly in positions of leadership. This philosophy applies to our company and our community.

## 2023 Accomplishments

- **Organize a Company Wide DEI Training:** With the help of Derron Coles, Executive Director of the Blueprint Foundation, we were able to facilitate a companywide DEI training the Summer of 2023. The session explored cultural impacts on our ability to build and maintain diverse teams in watershed restoration, enhancement, and protection. It also explained how neuroscience can help us understand how and why our biases impact our decision-making, team cohesion, and the level of engagement historically marginalized team members have in our projects. We were also able to identify strategies for diverting our biases to provide space for collaborations to grow.
- **Adjusting Hiring Practices:** Posted on 6 job boards with 6 different positions in efforts to increase diversity in management and leadership positions. This allowed for over 400 applicants. Of those hired, 14% identified other than Caucasian, and 43% identified other than he/him. This brings us very close to Oregon's population statistics of 14.1% of people who identify as other than Caucasian, [according to census data](#). We were unable to identify data that would accurately represent Oregon's population that identified as other than he/him, but [according to census data](#), 49.9% of Oregon's population is Male.
- **Company-wide Pay Scale Adjustment:** To address equity issues and increased cost-of-living expenses, Mosaic Ecology has adjusted their company-wide pay scale.
- **Self ID Survey:** Sent out a new self-identification form bi-monthly to begin gathering more accurate and detailed census of the company. The information gained from these surveys will be a valuable resource for creating new equity-based objectives, analyzing where the company should improve, and help implement new hiring practices. Of those surveyed in the most recent form from the beginning of January, 40% of employees

identified as other than he/him, 20% identified as other than Caucasian, 13% identified themselves as having a physical or mental disability, and 26% identified themselves as being a part of the LGBTQ+ community. According to [Oregon census data](#), 50.1% of citizens are female (there is no documentation on gender), 14.1% identify as other than Caucasian, 10.6% identified themselves as having a disability. Unfortunately, the census does not go over any statistics regarding the LGBTQ+ population.

- **New Committee Members:** With folks moving on to new organizations throughout the year, the DEI committee has added three 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](mailto:dei@mosaicecology.com).
- **The Addition of an Operations Coordinator:** We added an Operations Coordinator to the team with some of their focuses being on how to increase diversity in hiring and creating a more inclusive and collaborative environment. Through this, they were able to solidify a system and open office hours so that folks feel comfortable speaking up should they have issues.
- **Anonymous Reporting Form:** We've implemented an Anonymous reporting form to encourage and provide a space for people to report any DEI related concerns.
- **Monthly Company-Wide Surveys:** Monthly company-wide surveys to help gather input from all employees that directly impacts and changes company policies.
- **Paid Carpool Drive Time and Drive Time PTO:** Mosaic Ecology has been able to include paid carpool drive time to help alleviate the cost of driving and hopefully provide our employees some incentive to carpool and alleviate any additional cost of living expenses. We've also introduced the Drive Time PTO incentive for crew members that drive our company vehicles by providing them additional PTO for every day that they drive.

## 2024 Goals

- Adjust hiring practices to increase racial diversity that is reflected in the local population in Portland.
- Continue to have a presence in the Intertwine Alliance Equity and Inclusion Initiative by having another annual DEI training.
- Give an all-Mosaic presentation about what it means to a change agent within your organization.
- Diversify leadership by increasing the responsibilities of an Assistant Crew Lead and providing guidance.
- Standardize introductions of new employees to include pronouns.
- Gather quarterly self-identification info on employees, use these findings to continue adding to a diversified workforce.
- Work to improve work/life balance and continue to collect employee surveys.