

# 2021 Diversity, Equity and Inclusion Committee Report

Contact: [dei@mosaicecology.com](mailto: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 LGBTQ community, particularly in positions of leadership. This philosophy applies to our company and our community.

## 2021 Accomplishments

- **Creation of DEI Committee.** Following the events of 2020 Mosaic recognized that the company needed to take a more direct approach to addressing issues of diversity and equity in our community. To that end a committee was founded in late 2020, with the first meeting on January 18<sup>th</sup>, 2021. The committee continues to meet quarterly.
- Created a committee Mission Statement. To identify issues in our company culture, invest in solutions, and create a safe and empowering environment for all employees.
- **Staff education utilizing outside consultants:**
  - Worked with Derron Coles from DRC Learning Solutions and the Blueprint Foundation to provide our employees with a 4-hour online Raising Awareness equity training. Through the training staff, and the company as a whole, was able to visualize where they are along their equity journeys, and identified areas where we can start affecting change.
  - 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 for individuals and organizations just beginning to build a strong foundation upon which to continue being partners in change.
- **Internal staff education:**
  - One of the employees who attended the cohort training presented to the DEI committee on what they learned and what changes we can start implementing.
  - The DEI committee encourages staff to have constructive discussions on matters regarding diversity and equity.

- **Addressed wage equity for employees:**
  - The DEI committee worked with upper management to create fair and equitable wage ranges for different positions.
  - Through this, Mosaic implemented a new wage metric to better track employee development to ensure wage and benefit increases are given when regular benchmarks are achieved, reducing the influence of inherent bias.
  - Continue to adjust wages to incorporate Cost-of-Living and Consumer Price Index adjustments.
- **Evaluated and adjusted hiring practices:**
  - The DEI committee identified 13 job boards that advertise to historically marginalized populations to post job announcements in order to reach a wider and more diverse audience.
  - Expanded our potential employee pool to more than 60 applicants in 2021 by increasing resources to our hiring program.
  - Increased our available position titles from 2 in 2020 to 5 in 2021, allowing us to expand our pool of potential candidates and increase the number of people in management positions.

## 2022 Goals

- **Continue to adjust hiring practices to attract more diversity in applicants.** We will be looking to hire 10 or more new employees in the spring, giving us a wonderful opportunity to increase the representation of our staff. Our hiring staff will continue to reach out to organizations that can help us achieve this goal through distribution of our hiring material and the DEI committee will work to modify the language to make it accessible to all.
- **Continue to have a presence in the Intertwine Alliance Equity and Inclusion Initiative.** This year we will send two staff members to the next step in the Intertwine's program, the Change Agent cohort. These employees will continue to share ideas and lessons that we can implement to continue educating our staff and creating a more inclusive environment at Mosaic.
- **Bring in two more speakers to address the company.** Along with internal education, it's important to bring in outside voices. The DEI committee will work to find more speakers that can inform all employees on issues regarding equity and inclusion in our community and what we can do to address them.
- **Form a relationship with an Environmental Justice NGO.** Identify and develop a relationship with a non-profit or other local NGO that can help us expand our expertise and services into communities that are generally overlooked for habitat restoration projects.