

purpose

This area of focus will evolve over the next several years as we learn more about adopting bold new steps to create a co-op that feels welcome to everyone. For more information, contact our Equity and Inclusion Coordinator.

Our current performance tracking is currently looking at focusing on:

- Training, education, and opportunity
- Demographics
- Evaluations
- Customer experience
- Employee experience

This also relates back to our strategic plan in the following areas:

- Equity, Diversity, & Inclusion



Consultant Dr. Bre Haizlip (*back row, left*) and the Co-op's Equity, Diversity, and Inclusion staff leadership team collaborate to lead the charge on social responsibility.

2019 Goals

- Fully implement Spanish language web page for new vendors; explore ways to promote WA manufacturers who have great labor practices by the end of Quarter 3.
- Use IDI to measure BOD, senior management, DM/AM and EDI groups within organization by Q3.
- Develop curriculum and culture café program by end of Q4.
- Develop culture statement and implement into our hiring process through recruitment and screening selection changes by Q4.