

	<b>Goodwill NCW</b>	<b>Schreiber Foods Inc. (GIMT)</b>
<b>How does the organization embrace, celebrate, and include diversity in its workforce?</b>	<ul style="list-style-type: none"> <li>• Diversity efforts included at various workplace environments. <ul style="list-style-type: none"> <li>○ Retail stores</li> <li>○ Administrative offices</li> <li>○ Mentoring &amp; Shadowing Opportunities</li> </ul> </li> <li>• View diversity as a journey not an end point.</li> </ul>	<ul style="list-style-type: none"> <li>• Casts a wide net in terms of its recruiting efforts</li> <li>• “We are Schreiber” video highlights the diversity of workforce</li> <li>• Vision with respect to diversity is to create a workplace reflective of the worldwide partners it hires and the global population it serves.</li> <li>• 1800 people surveyed very good comments about D&amp;I</li> <li>• Cultural holiday observances for partners at facilities in Utah and Mexico</li> <li>• Veterans comprise a significant portion of workforce</li> <li>• Uses Internet newspaper and video system to communicate the importance and value of diversity initiatives within org.</li> <li>• Internal promotions are posted through video allowing worldwide review</li> </ul>
<b>How has the organization served as a role model for others in their advocacy of diversity?</b>	<ul style="list-style-type: none"> <li>• Has been at the forefront of the community, advocating for diversity, inclusion and social justice</li> <li>• Developed leadership in other organizations across the state.</li> <li>• At the front lines of working to prevent recidivism for recently released incarcerated people and in working in restorative justice system.</li> <li>• Getting men engaged and involved in preventing domestic violence and sexual assault.</li> <li>• Developed several programs such as; <ul style="list-style-type: none"> <li>○ American Indian Services</li> <li>○ Miracle League</li> <li>○ Harmony Cafe</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Initiatives to elevate diversity awareness and foster inclusion</li> <li>• Heavy emphasis on working with certified women-owned and minority owned businesses</li> <li>• Packers Mentor Protégé Program</li> <li>• Leaders on special international assignments</li> <li>• Assisted in development of the Multicultural Mentoring Program – helps multicultural students</li> <li>• Partners serve on BOD of Boys and girls club BB BS Green bay chamber diversity committee</li> <li>• Tutoring programs with at risk students</li> <li>• GB partners participate in Rebuilding Together efforts to repair homes for people who can’t afford</li> <li>• Engaged in our communities videos highlight the work partners complete.</li> </ul>
<b>Describe the innovative diversity initiatives implemented by this organization.</b>	<ul style="list-style-type: none"> <li>• Initiatives that stand out include: <ul style="list-style-type: none"> <li>○ Beyond Boundaries of Autism</li> <li>○ FISC: financial counseling and support for people of all means</li> <li>○ Circles of Support: volunteer-based wrap-around support and services for recently incarcerated people to help prevent recidivism.</li> </ul> </li> <li>• Internal diversity-related initiatives; <ul style="list-style-type: none"> <li>○ Chaplain position created who is faith-friendly but not faith-based.</li> <li>○ Diversity &amp; Inclusion Leader position created</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Provides multiple opportunities for partners to learn how diversity and inclusion impact</li> <li>• Internal class entitled “Championing Diversity”</li> <li>• Partners helping Partners program</li> <li>• Engineering team designed a production line to accommodate a newly disabled partner and provided a wheelchair for this person.</li> </ul>
<b>How has this organization shown their awareness and commitment toward diversity?</b>	<ul style="list-style-type: none"> <li>• Sponsors and supports dozens of community based diversity events; <ul style="list-style-type: none"> <li>○ MLK Jr. celebrations</li> <li>○ NAMI events</li> <li>○ Juneteenth</li> <li>○ Foods for All Nations.</li> </ul> </li> <li>• Offers space to a variety of diversity related organizations;</li> </ul>	<ul style="list-style-type: none"> <li>• Amplified its commitment through the introduction of many programs detailed in document.</li> <li>• GLOBAL inclusion and multicultural team</li> <li>• Vision reflects focus on diversity and inclusion</li> <li>• 68 female leaders all in NOWBL</li> <li>• Representation on the Green bay SHRM Diversity Committee</li> </ul>

	<ul style="list-style-type: none"> <li>○ Casa Hispania</li> <li>○ Fox City Rotary Multicultural Center</li> <li>○ Epilepsy Foundation</li> <li>○ Juvenile Diabetes Research Foundation</li> </ul>	<ul style="list-style-type: none"> <li>● Recruiting team continues to cast a wide net by recruiting nationwide</li> </ul>
<p><b>How do this organization's management practices and behaviors support diversity?</b></p>	<ul style="list-style-type: none"> <li>● Has 12 core values of which three (3) are; <ul style="list-style-type: none"> <li>○ Put People First in all aspects of the mission.</li> <li>○ Provide opportunities for growth and development of people</li> <li>○ Embrace diversity and full inclusion</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>● Begins at the top, all leaders go through diversity training.</li> <li>● Promotes respect of all partners</li> <li>● Company sponsored global job shadowing</li> <li>● Cultural lunch and learn sessions</li> </ul>