2018 Equity Work

2 GOALS

- Complete an Equity Assessment
- Expand our Learning

1 Major Assessment

8 Core Recommendations

- Ongoing Skill Development
- Strong Governance & Leadership
- Infrastructure to Support Racial Equity Efforts
- Partnerships & Collaborations
- Alignment with Unilever’s Diversity work
- Operationalize Racial Equity
- A Company-Wide Racial Equity Action Plan
- Regular Documentation, Tracking, and Assessment

2018 Learning Moments & Actions

- Established an internal cross-functional Core Equity Team
- Conducted an Internal Racial Equity Workshop with Race Forward
- Participated in the Facing Race Conference in Detroit with 3,000 other Equity advocates

2019-2021 Plan

6 Key Company-wide Objectives

1. Establish a shared understanding
2. Expand & strengthen strategic partnerships
3. Increase diversity within the company
4. Expand internal knowledge
5. Engage our fans in new ways
6. Operationalize social equity company-wide