Social Equity

These core values are reflected in this work:

- **Human Rights & Dignity**
- **Social & Economic Justice**

Our Path Forward

1. **Build** transformational knowledge
2. **Set** performance measures
3. **Sustain** a strong operationalization

8 Recommendations

1. Develop a company-wide Racial Equity Action Plan
2. Reinforce governance and leadership commitment
3. Provide ongoing skill development for management & staff
4. Build the proper infrastructure to support Racial Equity efforts
5. Engage in strong partnerships and collaborations
6. Operationalize Racial Equity practices across the Company
7. Implement regular documentation, tracking, and assessment
8. Influence and align with Unilever’s Diversity and Inclusion Department

2019 Results

- We did not achieve the internal progress that we envisioned in 2019
- Leadership recommitted to elevating our Equity Plan action steps in 2020
- We finalized our Partnership with Race Forward and Equity & Results to help design and implement a plan forward
- We convened a Skill Development session for Vermont-based management & staff