

## MacKenzie Pope

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**From:** Remus Boxley  
**Sent:** Thursday, July 23, 2020 1:06 PM  
**To:** ALLUSERS  
**Subject:** Diversity and Inclusion Roundtable Discussions Follow-up  
**Attachments:** Anti-Harassment Policy 051120.pdf; Diversity Policy 051220.pdf

Good afternoon,

As a follow-up to Charles' 6/9/20 e-mail announcing the Diversity and Inclusion Roundtable Discussions (*Subject: My Thoughts on Recent Events: Listening and Learning*), I wanted to share the outcome of the Roundtable Discussions with each of you. If there are questions that I can answer, feel free to contact me.

### **Diversity and Inclusion Roundtable Discussions—Summary**

The Diversity and Inclusion Roundtable Discussions were very productive and informative. Nine discussions were conducted over the course of 1.5 weeks. Close to 150 employees participated in the discussions, representing a mix of departments, locations, levels and tenure with Hilldrup. Employees who participated were very transparent and honest—which sometimes may be difficult (but always so very important) when addressing topics such as this. Thanks to each employee who participated. Your feedback was invaluable.

Several themes emerged from these discussions—which are summarized below and will be the focus of the newly formed Diversity and Inclusion Task Force.

### **Recommendations from Employee Roundtable Discussions**

1. Provide greater career mobility for crew members, people of color and women;
2. Create opportunities for new hires to more fully integrate and assimilate—to feel a greater connection to Hilldrup as a whole, not just their workgroup/department;
3. Develop a more robust recruitment strategy to ensure greater numbers of diverse candidates, particularly when recruiting externally;
4. Increase leaders' emotional intelligence to assist in developing more empathetic leaders;
5. Develop and provide more training/education centered on diversity and inclusion, with a focus on addressing systemic disparities and micro-aggression concerns;
6. View diversity and inclusion, not as a one-time "project," but as a consistent area of focus for Hilldrup.

### **Introducing Hilldrup's Diversity and Inclusion Task Force**

As Charles mentioned in this week's bi-weekly update, we are introducing a new **Diversity and Inclusion Task Force**. The task force will be comprised of employees from across the organization—from all levels and all locations. Again, the mission of the task force is to execute strategies linked to the recommendations that were adopted from the Roundtable Discussions and to bring more recommendations to our executive team to ensure Hilldrup is maintaining a healthy work environment—one in which all employees feel valued, respected and included. Ideally, we are seeking 10-12 task force participants.

Participants will be asked to make a 12 month commitment to the task force. Task force participants should expect to meet monthly. Additional meetings may be necessary as task force sub-teams may need to meet to execute specific strategies/tasks assigned to them.

If you are interested and have capacity to participate, simply send an e-mail to [hrgroup@hilldrup.com](mailto:hrgroup@hilldrup.com) by **5pm on Friday, 7/29**. Once task force members have been selected, I will follow up with all whom expressed interest.

## **Hilldrup's *revised* Anti-Harassment Policy and *new* Diversity at Hilldrup Statement**

Prior to the roundtable discussions, Hilldrup was in the beginning stages of developing an organizational diversity strategy. Two tasks that we completed in mid-May were:

- revising our Anti-Harassment Policy and;
- creating a Diversity at Hilldrup Statement.

These documents (attached) are critical to our commitment to diversity and inclusion in the workplace, as they provide a foundation for the optimal work environment we desire. While the Diversity Statement gives each of us an appreciation for Hilldrup's commitment to diversity, the Anti-Harassment Policy provides us with Hilldrup's expectations of all employees regarding fair, respectful and equitable treatment in the workplace. It also provides us with remedies should an employee (regardless of her/his position) violate this policy. In the coming weeks, your department's leadership will be discussing the Anti-Harassment Policy in one of your regularly scheduled team meetings to clarify and/or answer any questions you may have.

Thanks—and again, reach out to me or a member of the HR team should you have questions.

Continue to be safe!

**Remus Boxley**

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