

SRF's Implementation of Diversity, Equity and Inclusion (DEI) Initiative

	Task
October 2018	Email invitation to all staff to join our new Diversity and Inclusion committee
November 16, 2018	Kick-off meeting for the new committee
March 2019	With coordination with our Marketing group, we started a campaign to encourage all SRF employees to leverage their social networks to help get jobs out in front of as large an audience as possible to ensure we have a diverse array of qualified candidates applying to our jobs.
April 26, 2019	First International Potluck sponsored by the DEI committee
May 21, 2019	"Gray Area Thinking" human inclusivity training for Principals, SAs and committee members by Ellie Krug
July 23, 2020	"Gray Area Thinking" human inclusivity training for all remaining employees 200+ by Ellie Krug
September 2020	Started our monthly Calendar observances emails to increase our awareness of and respect for religious obligations, ethnic and cultural festivities, and include personal stories from our SRF employees.
January 20, 2021	First Courageous Conversation on Implicit Bias - Gender bias in the workforce and insights into your own implicit bias
March 12, 2021	Courageous Conversation on Jim Crow of the North - Documentary on racial covenants
April 16, 2021	SRF's Diversity, Equity and Inclusivity Plan completed - Includes our core values and goals to guide the committee on its implementation and progress
May 11, 2021	Courageous Conversation on Rondo: Beyond the Pavement - Looking at how the construction of I-94 impacted the Rondo neighborhood in St. Paul
September 30, 2021	Courageous Conversation on Disability Awareness and Accessibility - Things people with disabilities wish you knew and bringing visibility to invisible disabilities
December 17, 2021	Courageous Conversation on Best Practices for Working with Tribal Nations
Year 2021	Prepared and shared nine Calendar Observances emails to increase our awareness of and respect for religious obligations, ethnic and cultural festivities, and include personal stories from our SRF employees.
Year 2021	Continued to promote the need to support diverse businesses in the community and expand our pool of diverse teaming partners
March 2022	Minnesota Transportation Conference presentation by DEI members to share Diversity, Equity and Inclusion at SRF and our Courageous Conversations sessions
September 27, 2022	Second International Potluck sponsored by the committee to share our culture or favorite international dishes
Year 2022	Prepared and shared six Calendar Observances emails to increase our awareness of and respect for religious obligations, ethnic and cultural festivities, and include personal stories from our SRF employees