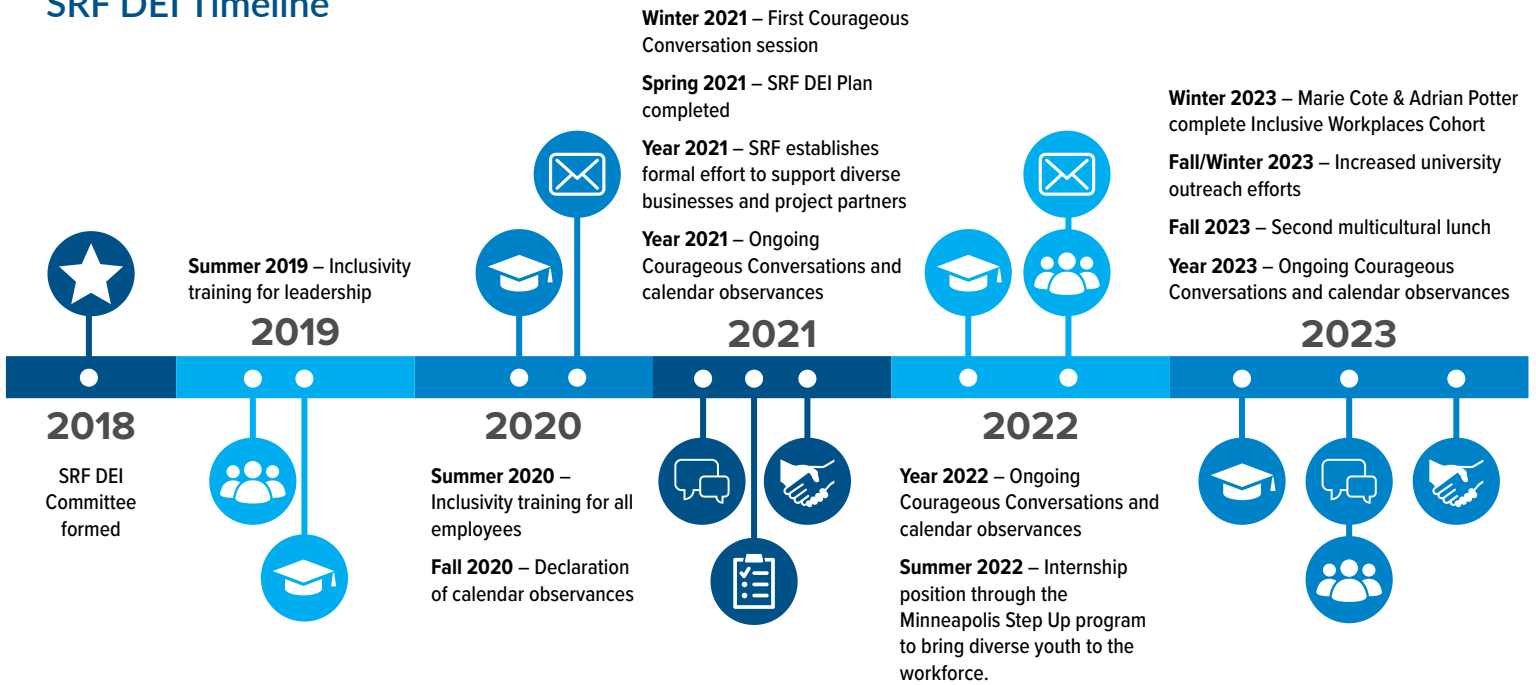


SRF DEI Timeline



2023	
Ongoing	Prepared and shared 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.
Fall/Winter 2023	Increased University of Minnesota and Wisconsin outreach efforts to connect with, mentor, and discuss job opportunities for students of color and women.
November 1, 2023	Courageous Conversation: "Walk in my Shoes - Practicing empathy, acknowledging your own perspective and biases, and working to grow in your understanding of other's situations and feelings."
September 26, 2023	Second Multicultural Lunch sponsored by the DEI Committee.
March 15, 2023	Courageous Conversation: "Equity in Transportation, Human Toll - The Story of I-35W."
March 8, 2023	North Dakota Transportation Conference presentation by DEI members to share our Diversity, Equity, and Inclusion at SRF and our Courageous Conversation sessions.
February - December 2023	Participated in the Ramsey County Center of Economic Inclusion Inclusive Workplaces Cohort. Supports employers in becoming a more inclusive workplace and ensure we are amplifying the diversity of our community as a tool for economic growth.
2022	
Ongoing	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
Summer 2022	Offered internship position through the Minneapolis Step Up program to bring diverse youth to the workforce.
October 2022	Minnesota Water Resource Conference Poster Presentation.
November 2022	North Dakota WTS presentation by DEI members to share our Diversity, Equity, and Inclusion at SRF and our Courageous Conversation sessions.
September 27, 2022	Second International Potluck sponsored by the committee to share our culture or favorite international dishes
March 2022	Minnesota Transportation Conference presentation by DEI members to share Diversity, Equity and Inclusion at SRF and our Courageous Conversations sessions

2021

Ongoing	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.
Ongoing	Continued to promote the need to support diverse businesses in the community and expand our pool of diverse teaming partners
December 17, 2021	Courageous Conversation: Best Practices for Working with Tribal Nations
September 30, 2021	Courageous Conversation: Disability Awareness and Accessibility - Things people with disabilities wish you knew and bringing visibility to invisible disabilities
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
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
March 12, 2021	Courageous Conversation: Jim Crow of the North - Documentary on racial covenants
January 20, 2021	First Courageous Conversation on Implicit Bias - Gender bias in the workforce and insights into

2020

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.
July 23, 2020	"Gray Area Thinking" human inclusivity training for all remaining employees (200+) by Ellie Krug

2019

May 21, 2019	"Gray Area Thinking" human inclusivity training for Principals, Senior Associates and DEI committee members by Ellie Krug
April 26, 2019	First International Potluck sponsored by the DEI 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.

2018

October 2018	Email invitation to all staff to join our new Diversity and Inclusion committee
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