2018

SRF DEI Committee formed

2019

Summer 2019 – Inclusivity training for leadership

2020

Summer 2020 – Inclusivity training for all employees

Fall 2020 – Declaration of calendar observances

2021

Winter 2021 – First Courageous Conversation session

Spring 2021 – SRF DEI Plan completed

Year 2021 – SRF establishes formal effort to support diverse businesses and project partners

Year 2021 – Ongoing Courageous Conversations and calendar observances

2022

Year 2022 – Ongoing Courageous Conversations and calendar observances

Summer 2022 – Internship position through the Minneapolis Step Up program to bring diverse youth to the workforce

2023

Winter 2023 – Marie Cote & Adrian Potter complete Inclusive Workplaces Cohort

Fall/Winter 2023 – Increased university outreach efforts

Fall 2023 – Second multicultural lunch

Year 2023 – Ongoing Courageous Conversations and calendar observances

2024

February 2024 – SRF hosted the COMTO MN Black History Event

February 2024 – SRF staff presented on gender equity for SWE (Society of Women Engineers) MN State Mankato

July 2024 – SRF participated in the Hopkins Freedom School summer event exposing students to the work we do in the community

October 2024 – SRF participated in a SHPE (Society of Hispanic Professional Engineers) event

November 2024 – SRF hosted a BBBS Big Explorer event to expose school-aged kids to the engineering and planning work we do

Fall 2024 – DEI questions included as part of our annual reviews

Year 2024 – Ongoing calendar observances