

## **DIVERSITY, EQUITY AND INCLUSION AT ICCLOS OUR DEI STATEMENT:**

"Every day at the Indiana Convention Center & Lucas Oil Stadium (ICCLOS), we strive to create a diverse, equitable, and inclusive space for employees, vendors and attendees from across the State of Indiana, country and globe to live, work, and celebrate, all while delivering world-class events."

## **OUR DEI PLAN:**

The ICCLOS's Diversity, Equity and Inclusion (DEI) program is a living and evolving program aiming to move us toward our goal of being a place where:

- (i) great ideas and exciting partnerships are formed;
- (ii) excellent service is provided to our clients; and
- (iii) work is rewarding and all feel welcome.

To accomplish this, we serve and operate in a manner that ensures our employees and clients feel safe, valued, heard, and respected as they are. We are also involved in efforts to serve diverse sectors of our community.

## WHAT WE'VE ACCOMPLISHED

- Executive and managerial staff performance reviews that incorporate DEI components
- Self-service DEI training modules for employees
- Undertaken multiple DEI classroom training sessions for ICCLOS employees
- Full service HR department responsible for:
  - Including diverse candidates in the interviewing process
  - Conduct culturally competent interviews
  - Accounting for potential management cultural biases in advancement
  - Incorporation of DEI elements in advancement and retention plans and exit interviews
  - Cultural audits that account for diverse factors and maintain self-identified employee data to determine Capital Improvement Board cultural differences and potential need or desire to create employee resource groups
- Intergration of DEI in appropriate aspects of CIB communication tools (e.g. monthly employee newsletter)
- Implementation of executive level responsibility for DEI
- Sponsor and mentor two high school student participants in Providence Cristo Rey High School's corporate work study program
- Instruction for employees to indicate gender pronouns, if desired, on email signatures and other written communication
- Hiring a full-time DEI manager responsible for:
  - Establish advertising and diversity networks to reach broad talent pools
  - Assisting with the continual training process for employees in DEI matters

## OUR FUTURE WORK:

- Establishment of employee resource groups and DEI committees
- Internship program for underrepresented group(s)
- Engagement opportunities across organizational functions and externally with diverse markets (e.g. TED talks) and encouragement of cultural celebrations and organization-wide activities that combine social interaction with DEI learning



**DIVERSITY**  
OF PEOPLE,  
PERSPECTIVES



**EQUITY**  
IN POLICY, PRACTICE  
& POSITION



**INCLUSION**  
VIA POWER, VOICE &  
ORGANIZATIONAL  
CULTURE