

DIVERSITY, EQUITY AND INCLUSION AT ICCLOS OUR DEI STATEMENT:

"Every day at the Indiana Convention Center and 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) we provide excellent service to our clients; and
- (iii) we are a rewarding and welcoming place to work.

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