**ASU FOUNDATION**

**DIVERSITY, EQUITY, AND INCLUSION**

**ASU Foundation Board of Directors**

* Established a board vision for 2025 to align our board demographics with that of the diverse communities ASU serves.
* Actively engaging and recruiting board members who advance our aspirations in this important space.

**ASU Foundation Senior Fellow**

* Launched a fellowship program focused on increasing diversity, equity and inclusion opportunities in philanthropy with Dr. Kimberly Scott serving as our inaugural fellow.
* Welcomed our second fellow, Dr. Kenja Hassan, in 2023.

**Policy & Procedure**

* ASUEP JEDI Policy, sets forth EP’s firm commitment to intentionally maintain a workplace and to conduct its business operations in a manner that promotes justice, equity, diversity and inclusion of all peoples.
* Creation of JEDI 10 commitments as part of our efforts in seeking significant and sustainable progress. This is evaluated on a yearly basis.
* Diversity Dashboard reviewed by HR and the Executive Leadership Team. This serves as a snapshot of the demographics of our workforce.

**Learning & Development**

* JEDI presentation in every New Hire Orientation
* Internal JEDI training for leaders, employees and hiring managers which is required and built into our bonus success program
* JEDI Lunch & Learns
* JEDI Committee trainings

**Recruitment & Hiring**

* Diversity Manager in place to focus on and lead JEDI efforts
* Development of Talent Acquisition recruitment strategy to help with recruitment efforts, retention and an overall inclusive workforce (of all levels). Including Hiring Manager training before interviewing.
* Development of Talent Acquisition DEI metrics

**Equity**

* Pay and promotion analysis on BIPOC employees
* Analysis on BIPOC new hires, positions, and managers
* Market adjustment

**Employee Engagement**

* Diversity months series and newsletter
* JEDI Advisory Committee
* Development of employee resource groups
* Community service opportunities