

DIVERSITY, EQUITY & INCLUSION

JCTFVA FY24



TOP FOCUS AREAS

- **Inclusive Culture.** A culture that celebrates the diversity of the communities we serve and creates a sense of belonging for all.
- **Workforce Representation.** Target a balanced employee representation at all employee levels, as measured by your workforce utilization analysis.
- **Recruiting.** Identify top diverse recruiting sources and hire top talent that reflect local MSA.
- **Diverse Spend.** Include diverse suppliers in your supply chain to reflect our communities.

FY24 COMPANY GOALS

1. Create a workforce, at all levels, that mirrors the communities that we serve.
2. To create a workplace where all employees share a positive connection to the organization and their peers, perceive that everyone has an equal chance of succeeding and feel safe to express thoughts, ideas, and concerns.
3. Create a diverse supplier and vendor base that bears a reasonable relationship to the communities we serve.