

DIVERSITY PLAN

The logo for SUPERBOOK, featuring the word "SUPER" in yellow and "BOOK" in black, both in a bold, sans-serif font. A small "TM" trademark symbol is located at the bottom right of the word "BOOK".

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SBOPCO, LLC DBA SUPERBOOK

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SBOpco, LLC – Diversity Plan

Introduction

This diversity plan outlines the commitments and actions that will be taken by our organization to promote diversity, equity, and inclusion (DEI) within our workplace. Our organization recognizes that fostering an environment that values diversity and promotes equity and inclusion is critical to our success, and we are committed to taking steps to achieve this goal.

Mission Statement

Our mission is to create an inclusive environment that fosters a sense of belonging for all employees. We believe that diversity, equity, and inclusion are essential to our success and are committed to creating a workplace where everyone feels valued and supported.

Objectives

Our objectives are as follows:

1. Increase the diversity of our workforce, particularly in leadership, managerial and decision-making roles.
2. Promote a culture of inclusivity and belonging.
3. Eliminate any barriers to recruitment, retention, and career progression for all, including underrepresented groups.
4. Provide training and development opportunities to all employees that promote diversity, equity, and inclusion.
5. Foster partnerships with external organizations and vendors that also prioritize diversity, equity, and inclusion.

Strategies

Our strategies to achieve these objectives are as follows:

Objective 1: Increase the diversity of our workforce, particularly in leadership and decision-making roles.

Conduct a review of our current recruitment process to identify and eliminate any potential biases and/or barriers. We will ensure that our job descriptions and qualifications are inclusive and free from any bias, and we will eliminate any potential barriers to application for underrepresented groups.

Implement a diversity recruitment plan that targets underrepresented groups. We will advertise job vacancies on diverse job boards and professional networks and utilize recruitment agencies that specialize in diversity recruitment. We will also establish partnerships with diverse professional organizations to increase the pool of diverse candidates.



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Objective 2: Promote a culture of inclusivity and belonging within the workplace.

Encourage Human Resources and all departments to promote and advocate for diversity and inclusion within our organization. Conduct regular employee surveys to measure the effectiveness of our DEI initiatives. We will conduct regular employee surveys to measure the effectiveness of our DEI initiatives and identify areas for improvement.

Provide resources and support for employees from underrepresented groups. We will provide resources and support for employees from underrepresented groups, such as mentorship programs and access to employee resource groups.

Objective 3: Eliminate any barriers to recruitment, retention, and career progression for underrepresented groups.

Conduct a review of our policies and procedures to identify and eliminate any potential barriers. We will review our policies and procedures to identify and eliminate any potential barriers to recruitment, retention, and career progression for underrepresented groups.

Provide annual training to hiring managers and supervisors on inclusive recruitment and management practices. We will provide training to hiring managers and supervisors on inclusive recruitment and management practices to ensure.

Objective 5: Foster partnerships with external organizations and vendors that also prioritize diversity, equity, and inclusion.

Establish partnerships with organizations that promote diversity and inclusion in our industry and participate in industry events and conferences that focus on diversity and inclusion.

Accountability

Our organization is committed to holding ourselves accountable for achieving our DEI objectives. We will regularly review our progress and make any necessary adjustments to ensure we are meeting our commitments.

Conclusion

Our organization recognizes that promoting diversity, equity, and inclusion is important. Our organization recognizes that fostering an environment that values diversity and promotes equity and inclusion is critical to our success, and crucial for the greater good.