

Sodexo Embodies Diversity and Inclusion in the Workplace

Sodexo, as a corporation, focuses on contributing to a culture of inclusion within the workplace. This combines embracing and celebrating different genders, cultures, generations, disabilities, and sexual orientations. The company fully utilizes all of the diverse talents that those employed bring forward to not only promote growth within Sodexo, but also cultivate external partnerships that are crucial to its success.

One of the big steps towards this encompassment is the implementation of Sodexo's Organization of Latinos (SOL). SOL's mission of "being a community dedicated to the development of Latinos through networking, education, and mentoring while embracing cultural passion" has helped Sodexo score a 90 on the Hispanic Association on Corporate Responsibility Corporate Inclusion Index. Tarleton State University's Dining Services embodies diversity and SOL's mission through various means.

Starting in June, 2018, Tarleton State University's Dining Services (Sodexo) started a mandatory Spanish class for managers and supervisors (anyone in a lead position) to provide a better understanding of the 2nd most spoken language in the world for its most influential employees. With over twenty-five percent of those employed at the Stephenville campus being Hispanic, it is not only a way to make team members feel cherished and important, but it also helps effectively communicate with staff to ensure success is reached on all levels.

Class is held once a week for about thirty to forty-five minutes. Leads are learning basic Spanish terms and phrases from Daniela Ibarra, a Hispanic supervisor, who not only speaks fluent Spanish but also knows the culture well. These fundamental terms will allow those in the class to hold a conversations with someone, whether inside or outside of the company.

Beyond this class, Tarleton's Dining Services incorporates Spanish based events into its monthly/quarterly programming. Previously, the celebrations have included authentic Spanish dancers, mariachi bands, and delicious food made from true Spanish recipes. The students as well as staff have enjoyed these events tremendously.

Sodexo looks forward to further developing and including diversity throughout the upcoming year in a variety of ways.