

February 2023

# IMC US DEI NEWSLETTER



## Hiring DEI Lead

IMC Chicago is looking to hire a DEI Lead to help define and implement the company's diversity, equity and inclusion strategy. They'll also spearhead initiatives to attract, include and retain a diverse workforce. To learn more about the position, visit the [job listing](#).



## Pronouns

In an effort to help foster a more inclusive workplace environment, the IC created instructions on how to update your pronouns on all IMC systems. If you're interested, you can access them on [Confluence](#).

### Informational Sessions:

Have any questions or want to learn how to better advocate for the use of pronouns? [The Kaleidoscope Group](#) is holding info sessions for IMCers! They'll introduce the methodology of "Ask/Apologize/Advocate" which breaks down pronoun usage through specific and tangible actions. Sessions are on March 1st & 2nd. Calendar invite to follow!

## Introduction

This is the first DEI Newsletter created by the IMC US Inclusion Council (IC). Published on a quarterly basis, the newsletter will provide updates on the IC's latest efforts, new research and steps IMC is taking to further the company's DEI goals and mission.

### About the Inclusion Council:

The IC's purpose is to help create a sense of belonging for all, that enables us to attract and retain the best talent, encourage and celebrate diverse thinking and maximize individual potential.

If you have any questions or want to learn more about the IC, email [chiinclusion@imc.com](mailto:chiinclusion@imc.com)

## Recruitment Sell Days



In 2022, members of the IC gave 14 presentations to candidates during Recruitment Sell Days. They outlined IMC's DEI efforts and the IC's role in cultivating a sense of belonging for employees. The goal of these presentations is to show potential new hires IMC's commitment to DEI, and answer any questions about workplace inclusion, goals and strategy.

### Workplace Group:

Join the IMC U.S. DEI group on IMpaCt to receive the latest updates on IMC's goals, the IC's initiatives, events and more. It also serves as a hub to share insights and connect on articles, books, movies and other resources.

## Focus Groups: Women at IMC

In September of last year, we held focus groups in partnership with Kaleidoscope Group. The purpose was to assess the opportunities available to enhance the experience for women at IMC. After examining the results of the focus groups, the IC partnered with HR liaisons to highlight a few key takeaways and initiatives to accomplish in 2023.

### Initiatives/Action Items:

- Pilot Employee Resource Groups (ERGs)
- IC Social and Professional Events
- Increased mentorship and networking opportunities



## Black History Month

As we near the end of Black History Month, IMC commemorates the incredible accomplishments, contributions and activism of Black Americans throughout history. The organizations below celebrate the achievements of Black Americans, defend rights and fight injustice. Donations are eligible for regular IMC matching.

National Urban League: Elevating the standard of living in historically underserved urban communities.

Jack and Jill of America Foundation: Investing in services, programs and organizations that focus on impacting the underlying issues affecting African American children and families.



Event Spotlight: This month, the IC organized a "Night at the Theater," to see Toni Stone at the Goodman Theater in honor of BHM. Stay tuned for more events through the IC!

## MEET THE INCLUSION COUNCIL MEMBERS



Adam Arents



Adam Hoffman  
Sr. Advisor



Andrea Brewster



Andres De La Llera



Brooke Reotutar



David Wright



Gaurav Kumar



Jacob Redmon



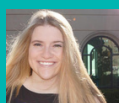
Kate Jones  
HR Liaison



Kate Monson



Katie Allanson  
HR Liaison



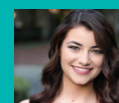
Lauren Skaar  
IC Chair



Melisse Morris



Stephan Teran



Stephanie Fratangelo