



# PLAYMAKERS

## DEI Points of Pride

### Opening Statement

We all have equal voices. We honor one another's opinions and paradigms. We believe our individual perspectives combined together will create a more inclusive and innovative Playmakers community. With this we pledge to engage in systemically challenging conversations. This is a safe space for open communication.

### Big Picture Goals

Create a staff culture that is supportive of a diverse workforce.

Diversify the Greater Lansing Running/Walking community

Foster an environment that is welcoming for diverse backgrounds to shop + participate.

Support + activate established goals within the running industry.

### 2023 Action Items

Incorporate a DEI component at every All-Staff meeting.

Yearly employee survey on staff experience within the DEI space.

Updating imagery within the store to encompass people of various backgrounds.

Sourcing full-figured mannequins.

Year 3 of financial support to the RIDC.

Sending staff with diverse backgrounds to industry events/shows including Take the Lead.

Provide quarterly staff education opportunities including the resources provided by the RIDC.

Land acknowledgment at all Playmakers events.

Updated staff name tags to include pronouns.