

## GORR SUPPLIER DIVERSITY PROGRAM

### Commitment to Becoming an Anti-Racism Organization

Goodwill of the Olympics and Rainier Region is committed to creating and sustaining a culture of equity, diversity and inclusion in our organization and across our communities. This begins with an immediate focus on becoming an anti-racist organization that actively works to dismantle structural and institutional racism and condemns racist practices and behaviors in all forms. With this aim in mind, we will advance and administer anti-racist, equity-based policies and champion diversity and inclusion throughout our organization and the communities we serve.

### The GORR Supplier Diversity Policy

Goodwill of the Olympics & Rainier Region (GORR) is committed to diversifying its supply chain by increasing the number of its suppliers that are owned or led by individuals who are Black, People of Color, Indigenous, Women, Military Veterans, People with Disabilities, and LGBTQ. This commitment is integral to our journey to becoming an anti-racist organization and extends throughout GORR to include suppliers of its retail operations, workforce development program, and administrative functions. The GORR Supplier Diversity Policy will be led by the GORR Executive Team, which will ensure that its implementation will be fully integrated into all of the organization's operations and functions. A process and set of roles and responsibilities will be established for the management and implementation of the GORR Supplier Diversity Policy.

### The Business Case for GORR Supplier Diversity

GORR's mission is to help people reach their fullest potential through education, job placement, and career pathway services made possible by community donations, purchases, and partnerships. To fulfill this mission, GORR serves a diverse population of customers, clients, and students across its 15-county region by delivering free workforce development services, by selling valued products at low prices, and by employing people seeking their first job or to reenter the workforce.

In order to serve our diverse population with greater integrity, we must spend and invest a significant portion of our available resources with organizations led by members of our diverse population and contribute to the economic well-being and growth of their communities. Doing so will have two positive effects on GORR and its mission: 1) it will support the economies of the communities we serve, thus enabling the people of those communities to better access our services and products; and 2) it will foster relationships with diverse populations that will generate insights that improve the design and delivery of our services and products, thereby leading to a more successful social enterprise operation and a more impactful workforce development program. As a result, a Supplier Diversity Program will help improve the delivery and impact of the GORR mission.

### Supplier Diversity Program Roles & Responsibilities

*Ownership:* Each member of the Executive Team has the responsibility to ensure adherence to the program and process within their respective team.

*Implementation Oversight:* Our CFO will oversee the implementation of the Supplier Diversity Program, supported by the other members of the Executive Team. This oversight will include creating a transparent and streamlined system to ensure accountability across the organization. The CFO will work closely with the other members of the Executive Team to ensure that their team members receive the information, support, and guidance necessary to implement the Supplier Diversity Program as intended and designed and will report regularly to the CEO on the advancement of the program.

*Program Input, Feedback and Execution:* A cross-functional Supplier Diversity Employee Council will meet monthly to provide input and feedback to the Supplier Diversity Program and will be responsible for its day-to-day execution.