

Welcome!

Twin Cities

Diversity Equity & Inclusion Roundtable



2022 Symposium

WELCOME

Philomena Morrisey Satre

LAND  LAKES INC.®

DIVERSITY | EQUITY | INCLUSION

**START
WITH AN OPEN
HEART**

Thank you to our Sponsors!

sleep  number.



THANK YOU TO OUR PLANNING TEAM!

Jenna Berneck | The Minneapolis Foundation

Kristi Hemmer | Putting Women in Power

Megan Umberger | Sleep Number

Patricia Izek | University of Minnesota

Philomena Satre | Land O' Lakes

Tonya Hampton | Hennepin Healthcare



THANK YOU EXECUTIVE TCDEIR TEAM

Co leads: Dr Tonya Hampton & Philomena
Morrissey Satre

DJ Bergeron

Patricia Izek

Shamayne Braman

Kevin Lindsey

Todd Williams

Dave Walstrom

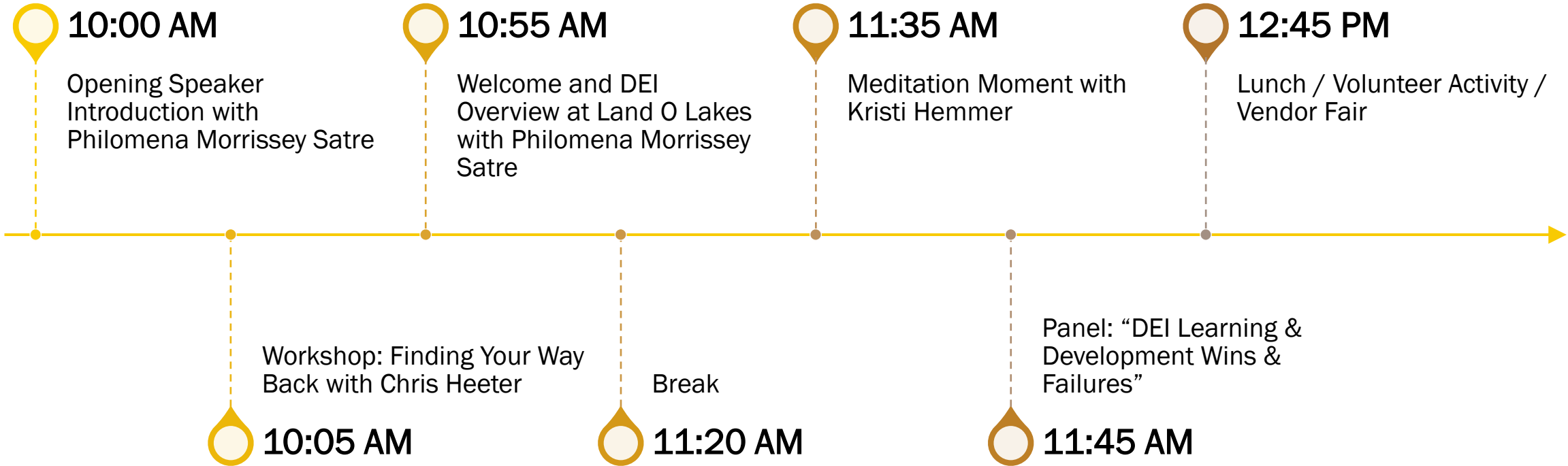
Drinal Foster

Jenna Berneck

Tiffany Orth



MORNING AGENDA



CHRIS HEETER

This interactive session celebrates your Wild spirit; your bone deep awareness that 'how we've always done it' will not work this time; and your collective wisdom as we find inspiration and motivation to grapple with true equity. Finding our way back isn't about returning to business as usual, it's about finding our way back to hope, community, and progress



2022 DIVERSITY EQUITY & INCLUSION

Philomena Morrissey Satre

August 2022



AGENDA

- CURRENT STATE OF DEI
- LAND O'LAKES DEI OVERVIEW
- LET'S PRACTICE
- Q AND A



GOALS

- Learn
- Listen
- Expand Your Mindset
- Participate
- Apply & Integrate



A Time Of Transformation: The Great Global Reassessment

Paradigm shift
Essential vs. non-essential
Cancel culture
Addressing the isms
Anti Asian Attacks
#Metoo
sexual harassment-Assault
DIVIDED POLITICS

Multigenerational world
Buffalo Mass Shooting
Black Renaissance
Third Reconstruction
Black Lives Matter

The great relocation
The great resignation
Gender Identity
racism
MENTAL HEALTH
Unfreeze Change Refreeze

Redefining school
Redefining workplace
Flexibility regarding work
ANTI LBGTQ+ LEGISLATION
Accelerating a digital life
Masks or no masks
isolation

WAR in Ukraine
Uptick in productivity
"Early" Retirement
Pandemic ≠
illness And loss

Living in permanent white water

OUR DEI COMMITMENT

Diversity Equity & Inclusion at Land O'Lakes

DEI at Land O'Lakes is inseparable from our member-owned cooperative model and is built directly into our company purpose: building stronger communities and feeding a growing world population.

We value and respect the perspectives, experiences, and talents of all individuals. We're working toward a state where everyone—regardless of ethnic background, country of origin, age, physical ability or disability, race, sexual orientation or gender—has a level playing field.



OUR DEI VISION

Diversity Equity & Inclusion at Land O'Lakes

Our employees and member-owners go to work every day to strengthen the communities in which we live, work, and serve. The future is brightest when all are welcome, each voice is heard, and everyone feels invested in one another's well-being and success. We're committed to creating brave spaces, promoting racial equity, and fostering a culture of support and empowerment.



DEI STRATEGIC PILLARS

Diversity Equity & Inclusion at Land O'Lakes

You + Your Future

You are an integral part of our DEI journey and success at Land O'Lakes. This is the place to realize your impact, deepen your professional development and strengthen your community ties.

Our Workplace

Through inclusive recruiting, multiple growth pathways, and a commitment to brave conversations, we're providing a safe and more equitable work environment for all.

Our Cooperative Impact

As an agricultural cooperative, we use our unique position to improve our supplier equity, strengthen the resilience of rural communities, and help our members invest in sustainability.

Our Communities

We're advancing racial equity and social justice in our communities through advocacy, philanthropy, and volunteerism. We're measuring our impact along the way to continuously improve outcomes.



EMPLOYEE RESOURCE GROUPS (ERGS)

ERGs are corporately-recognized groups of passionate employees (*and their allies*) from traditionally under-represented groups **AND/OR** share a common purpose and meet a business need.

African Ancestry

- Allies as Advocates

Aging Successfully

Asian Affinity Connection

Disability Awareness

Field Inclusion Networks

LOL Amigos

Parents & Caregivers

Pride Alliance

Veterans & Troop Support

Women's Leadership Network

- LINC

- Men as Advocates

- Women of Color

Young Professionals Network

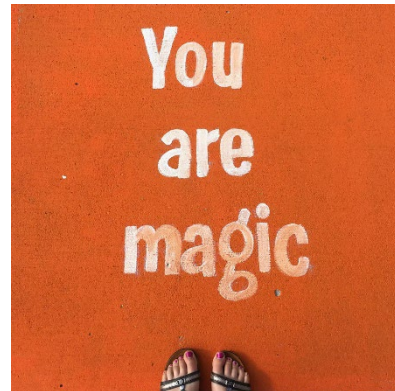
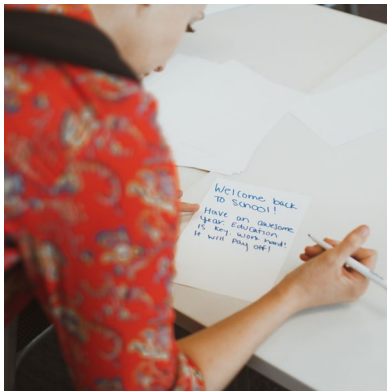
ERG Pillars

1 Recruitment

2 Retention & Promotion

3 Business Insights

4 Community Relations

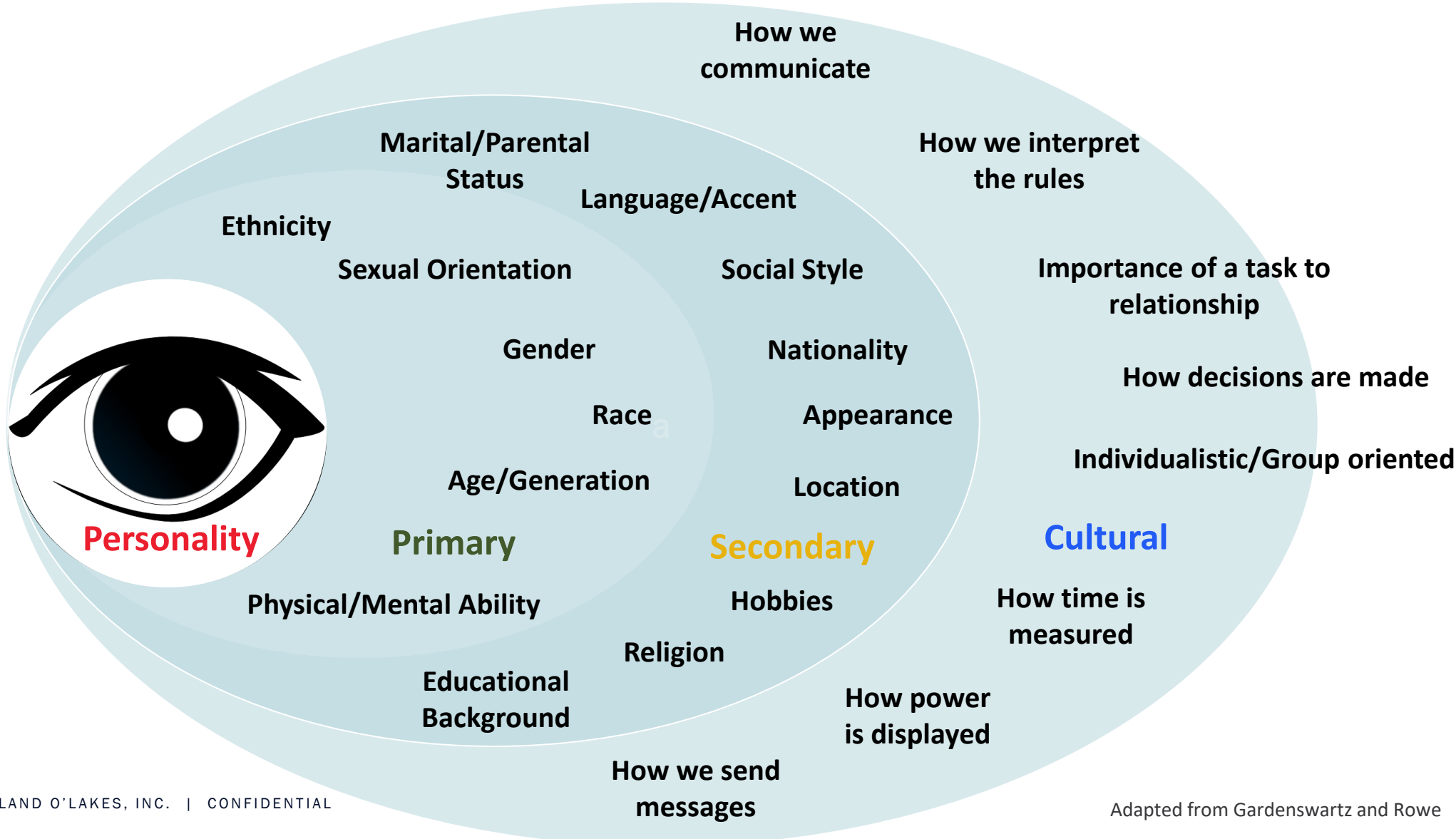


BITE SIZE LEARNING-

LAND  LAKES INC.®

ROOTED IN TOMORROW™

CULTURE & DIVERSITY DIMENSIONS



LESSON
1

OUR DIVERSITY AND INCLUSION COMMITMENT

IT'S MORE THAN WHAT IT LOOKS LIKE... BECAUSE IT IS

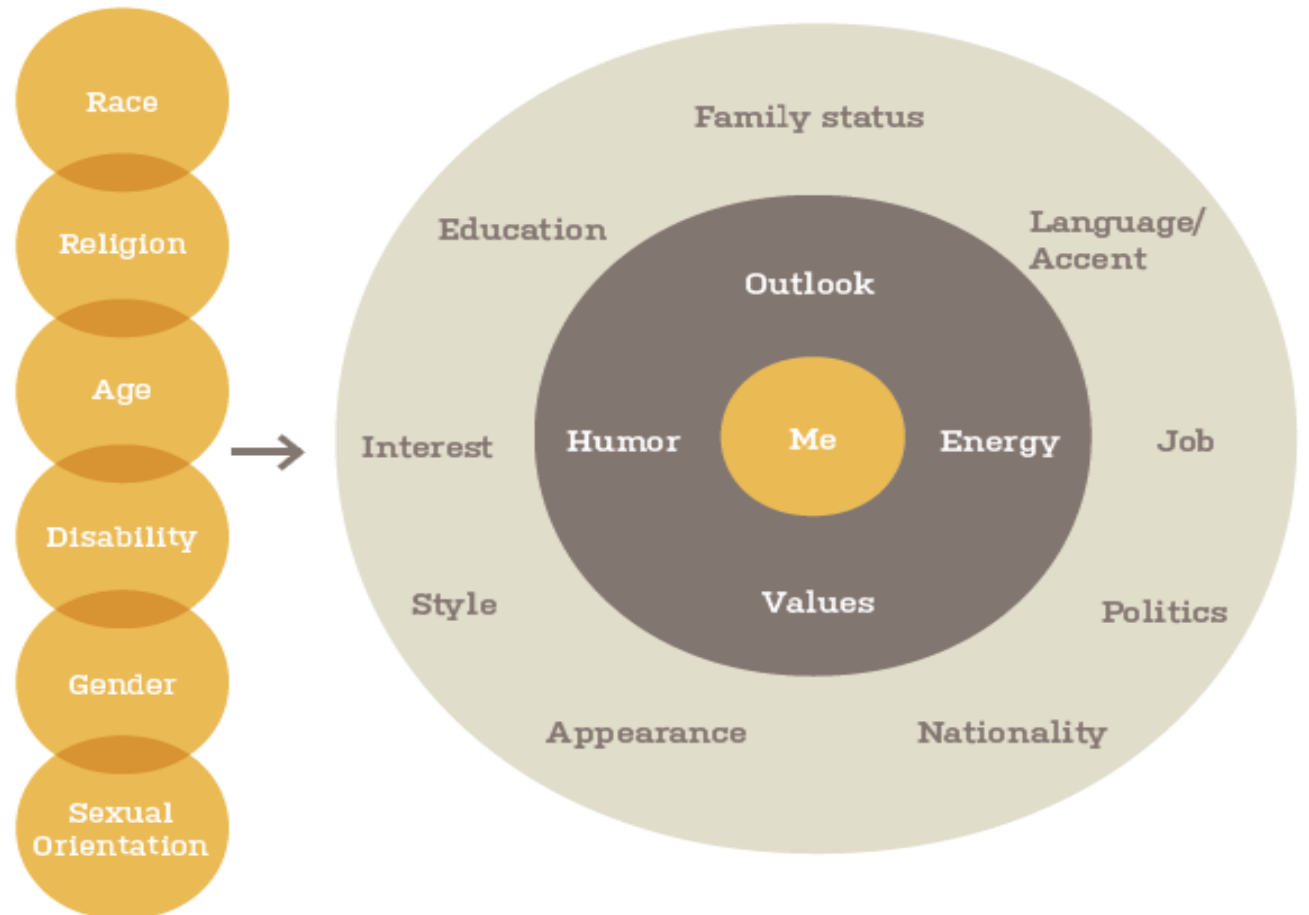
The true meaning of diversity is often misunderstood. It is a common misperception that diversity is limited to only a few characteristics—the ones that we traditionally think of and are quite visible. We often focus on these few, obvious dimensions of difference in organizations when, in fact, there are infinite ways we differ as human beings.

Although these differences make us unique, they sometimes make it more challenging to work together.

There's a lot to gain when we get it right though. Studies show that diverse teams outperform those without diversity. And inclusive teams make better decisions up to 87% of the time. However, there's one piece of the puzzle that makes the ultimate difference—inclusion.

Diversity without an inclusive culture isn't enough. Without inclusion, the true benefits of diversity are lost.

In order to build an inclusive culture that allows everyone to shine, we not only need to understand and accept peoples' differences, but integrate them into our culture.



DID YOU KNOW...

About **61%** of people change something about themselves to fit in at work? In an inclusive environment, people feel comfortable being who they are and don't need to fake it to make it.

Think about some of the things that make you who you are (for example: I am a father, I am a football fan, I am a dog lover).

Write them below:

I AM

I AM

I AM

I AM

Walk around the room and try to find someone with the same "I am" statements as you. Was it easier to find people who are similar, or different to you?

TRY IT OUT

Think about the "I AM" exercise.

What are some ways that you can encourage your employees to get to know each other better so they can begin exploring their similarities and differences?

What are some ways that you can get to know you yourself can get to know your employees better?

Use the space below to write down any thoughts or ideas:





Questions?



CALL TO ACTION!

- What did you learn?
- How can you share?
- What will you do?

“

“Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world.”

Desmond Tutu

”

Thank you.



BREAK





**Meditation
Moment with
Kristi Hemmer**

**DEI LEARNING &
DEVELOPMENT WINS &
FAILURES
WITH EMILY DRURY**



PANEL: DEI LEARNING & DEVELOPMENT WINS & FAILURES

Elena Imaretska

Consultant Diversity, Equity, & Inclusion

Pam Cannon

VP, Chief People Officer

Sarah Peterson

Diversity & Inclusion Specialist





Learning: A Continuous Process

Education

Formal learning that **builds a foundation**. This includes things like:

- Instructor-Led Training
- eLearning
- Certification

Exposure

Social learning that **reinforces and supports** foundational skills through discussion and collaboration. Think:

- **Forums:** Brown bags, town halls, team meetings, teach backs
- **Relationships:** Key partners, Mentorships, Coaching, Peer network



Experiences

Experiential learning to **practice and develop** skills, including:

- On-the-job learning
- Shadowing
- Cross-Training / Job Rotation
- Boot Camps

Expectations

Well-defined **metrics and feedback systems** that articulate **skills and knowledge** required to meet business outcomes. Examples include:

- **Competency Models**
- **Performance Enablement**
- **Leader Feedback**
- **Resources:** User Guides / Job Aids / FAQs / Knowledge Repository / SharePoint / Systems/ Tools



General Mills

DEI Learning & Development

Overview



Structure

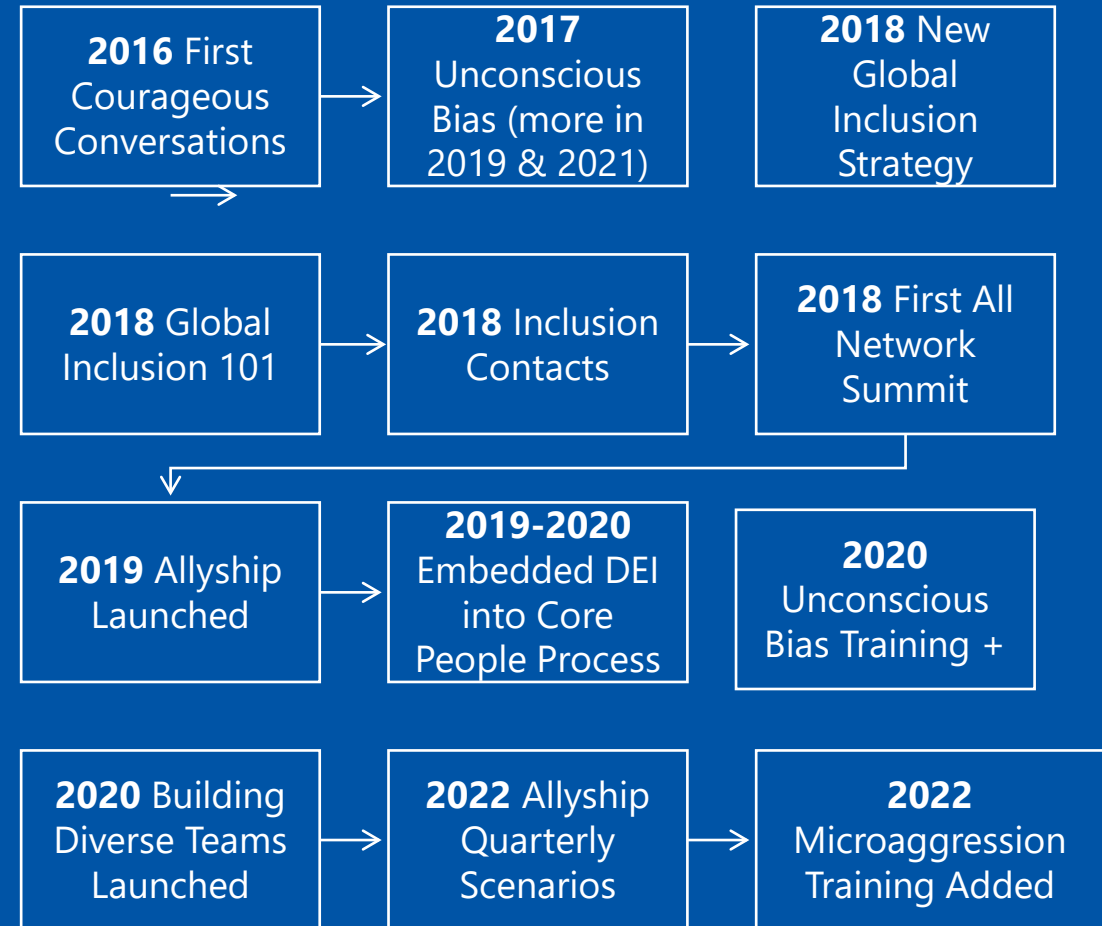
- DEI L&D sits in DEI with support from L&D

Commitment | Dynamics

- Increased enterprise focus
- Push vs. Pull

Connection

- Strategy directs our L&D learning focus





What's Working

- Clear company focus
- Embedding content
- Bite-size just in time content
- Functional live workshops
- Assignments & tracking

Opportunity Areas

- Develop training on more topics ensuring consistent education
- Translate training into action
- Additional bias training
- L&D resource

What's Next

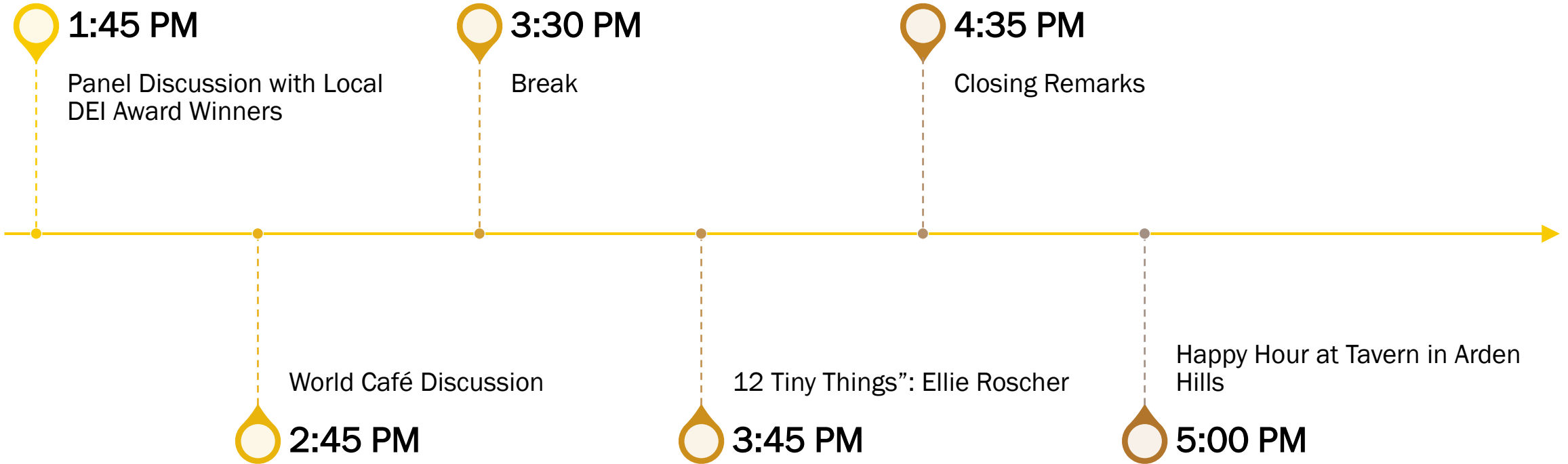


- Timely delivery of Model Inclusion content
- Racial equity specific content
- Content creation partnerships?
- Manager focused content → point in time
- Exploration of new topics + delivery models

LUNCH



AFTERNOON AGENDA



PANEL: DEI LEARNING & DEVELOPMENT WINS & FAILURES

Diane Tran

*System Executive Director of Community Health Equity & Engagement,
M Health Fairview*



Hector Martinez

*VP, Supplier of Diversity, Senior Procurement Relationship Manager,
U.S. Bank*



Melissa Muro LaMere

*Partner, Chair of Diversity, Equity, and Inclusion Committee,
Maslon LLP*



Tracey Gibson

*VP, Chief Diversity Officer,
Andersen Corporation*





WORLD CAFÉ

BRAVE AGREEMENTS

1. CONFIDENTIALITY.
2. OWN YOUR POWER.
3. RIGHT TO PASS.
4. NO PUT-DOWNS.
5. DARE GREATLY.

WORLD CAFÉ DISCUSSION

Topics To Discuss

External Impacts On The Workplace (R V W, COVID, George Floyd, Uvalde, Etc)

Attaining & Recruiting

Retaining

DEI Personal Development

15 Minutes to discuss the topic and then move

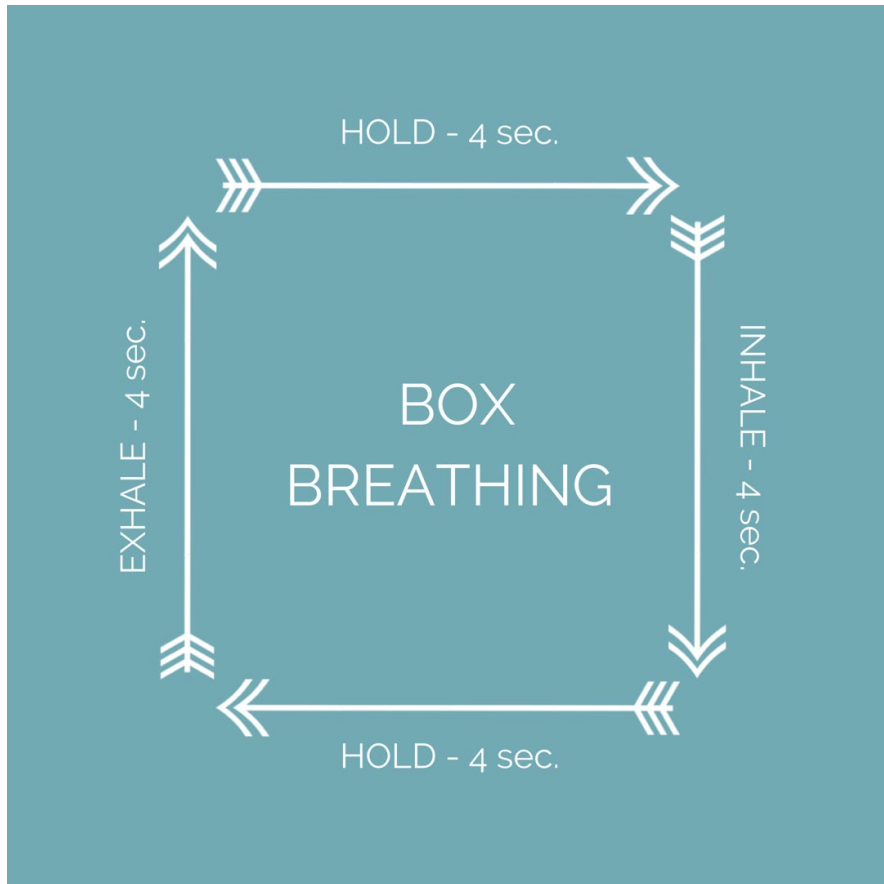
The table tent will display the topic

BREAK



Box Breathing.

Fun fact: You can tell your nervous system to chill out!



Lower your Cortisol with Box Breathing.

1. Inhale deeply through nose, expanding your stomach, for count of 4.
2. Hold in that breath for count of 4.
3. Slowly exhale all the air through your mouth, contracting stomach, for count of 4.
4. Hold the empty breath for count of 4.

Navy SEAL benefits. Improves mental well-being. Heightens cognitive performance. Enhances future reaction to stress. Helps deactivate the flight or fight response.

ELLIE ROSCHER

Ellie Roscher is the author of *The Embodied Path*, *12 Tiny Things*, *Play Like a Girl* and *How Coffee Saved My Life*. Her writing also appears in the *Baltimore Review*, *Inscape Magazine*, *Bookology Magazine*, *Church Anew* and elsewhere. Ellie hosts the *Unlikely Conversations* podcast, teaches yoga at Up Yoga and teaches writing at The Loft Literary Center and the Minnesota Writing Project. Ellie holds an MFA in Writing from Sarah Lawrence College and an MA in Theology from Luther Seminary. She lives in Minneapolis with her spouse and two children.

