REGION OF CHOICE CORPORATE PLEDGE

Our workplaces are increasingly diverse. Today’s workforce spans four generations of people, all of whom have their own identities, unique perspectives, and come from varied backgrounds, races, religions, ethnicities and sexual orientations. As employers in the Milwaukee Region, it is critical for us to recognize, include, welcome and celebrate all aspects of this diversity.

Research shows that African American and Latino/Hispanic communities in the Milwaukee Region have a significant gap in economic prosperity measures as compared to 20 peer regions across the country. While we strive to make progress in every aspect of diversity, this pledge is intended to address the acute disparities facing African American and Latino/Hispanic professionals in our community.

(company name)

is committed to providing a dynamic and supportive workplace for all our employees to foster their growth, success and well-being. We are also committed to the communities in which we do business. To underscore this commitment, we are making a pledge to be a corporate leader in advancing Milwaukee as a Region of Choice (ROC) for diverse talent.

As a corporate partner in this ROC pledge we agree to the following for the calendar years 2020-2025:

• Report company base line data for African American and Latino/Hispanic employees in metro Milwaukee as of January 2020. Data shared by each company will include a non-disclosure agreement with the Metropolitan Milwaukee Association of Commerce. Only aggregate data from ROC corporate participants will be shared. Data shared each year thru 2025 will include:
  - Total number of employees in metro Milwaukee
  - % of total that are African American or Latino/Hispanic
  - Number of management employees
  - % of management that are African American or Latino/Hispanic
  - % change over previous year for all categories

• Identify appropriate HR/CDO to participate in semi-annual best practice sharing with peers and provide ongoing insight/oversight into ROC Strategies and execution

• Agreement by CEO to participate in an annual review of strategies and confirmation of continued participation in pledge

• Agreement to public acknowledgment of company participation in ROC pledge

• Willingness to promote this pledge and help recruit other corporate leaders

We will measure our progress toward these goals against the current state of diverse employment.*

By 2025:
1. Increase African American or Latino/Hispanic managers by 25%
2. Increase total employment of African Americans or Latinos/Hispanics by 15%

*According to 2016 EEOC data of companies in metro Milwaukee with 100+ employees, 22% of all staff are African American or Latino/Hispanic and on average, 7.9% of management staff are African American or Latino/Hispanic.

(CEO/Executive name) (Date)