

### **Making Personal Commitment to Develop Pipeline of Minority Talent**

- Clearly understand demographic makeup of talent pipeline.
- Ensure AAPs are in place.
- Ensure qualified minority candidates are identified for all candidate pools.
- Aggressively seize moments of opportunity to attract high-talent minorities to the company.

### **Sponsoring Mentorship Efforts and Affinity Groups**

- Personally mentor one or two high-talent diversity employees from outside your own organization.
- Encourage and actively participate in employee networks, affinity groups and diversity councils.
- Encourage and support efforts by affinity groups.

### **Sponsoring and Participating in Diversity Education**

- Arrange for organization leaders to attend compliance training.
- Participate in a learning experience away from work.
- Sponsor special programs to promote cultural understanding/appreciation.

### **Becoming Personally Involved and Supporting Diversity Outreach Efforts**

- Serve as a board member for a diverse organization.
- Become active in diverse community activities.
- Support flexible work arrangements.

### **Ensuring Personal Behaviors Are Inclusive**

- Seek feedback on how your behaviors are seen by others.
- Communicate clearly, directly and honestly.
- Speak up when others are being excluded.

## **RESOURCES**

Weyerhaeuser provides a number of resources to help business leaders reach their diversity goals. They include:

- Workforce Representation and Diversity Center of Expertise
- Your local HR representative
- Diversity Tool Kit/Diversity Website



## 2. LOOKING AT THE BUSINESS

Building and sustaining a diverse and inclusive global work force at Weyerhaeuser is vital. It entails fostering an inclusive work environment, cultivating best practices, ensuring regulatory compliance, monitoring and reporting progress and trends in work force representation, developing talent, and more.

Our goal is not only to be the best in work force diversity and inclusion in our industry but also to be a model for other industries.

### Benefits

An inclusive work force — one that embraces diversity — is healthy business. It benefits everyone: the work force, customers, communities and stakeholders. By creating a diverse and inclusive work force, we:

- Attract and retain quality talent.
- Achieve higher levels of productivity and performance.
- Enhance our ability to serve a more diverse customer and market base.
- Strengthen our innovation and quality of problem solving.
- Improve our ability to compete in a global marketplace.
- Minimize litigation.
- Meet customer diversity expectations.
- Assist in making us an “employer of choice.”
- Comply easily with government regulations.
- Enhance our company reputation.



## RISK ASSESSMENT

To improve our current business culture, it's imperative that leaders keep a pulse on the work force and be able to assess the strengths and weaknesses within their businesses.

To discover possible gaps and monitor an ever-changing environment, leaders are encouraged to conduct a risk assessment. This tool allows them to see areas that need attention and the level of attention needed and to implement necessary actions to eliminate the risk.

### The Process

An HR director will help facilitate the risk assessment. In doing so, key areas become the focus.

Risk Area	Key Factors
Work Force Utilization	Current work force composition (women and minorities) compared with availability
Governance and Compliance	Degree that AAP and EEO compliance requirements are met
Work Climate and Culture	Extent management behaviors reflect the company's stated commitments to diversity and the degree to which different employee groups experience the work climate differently — level of satisfaction
Rates of Participation in Key HR Processes and Systems	The level of representation of women and people of color in key HR systems (succession planning, mentoring, career development, etc.)