



2022 ANNUAL REPORT

Diversity, Equity & Inclusion



JUMP TO ANY SECTION





INTRODUCTION

DEI Executive Report

It has been one year since our inaugural DEI Annual report.

Our first report outlined our commitment to help develop or revise policies and initiatives to identify blind spots that may lead to inequitable treatment or bias in the Omni Family. This report will outline the challenges we have identified and new initiatives that have started, such as the DEI Assessment conducted by Emplify.

As a committee we will continue to encourage change that will contribute to a more diverse, equitable, and inclusive organization. The Annual DEI Report represents our progress on this journey, where we are now, and where we've committed to go.

INTRODUCTION

A Letter from Leadership

As a leader in the human services field, the Omni Family strives to honor and respect our employees, clients, families, and communities. Our Diversity, Equity, and Inclusion (DEI) initiative is a critical part of these efforts, empowering our team members to build a vibrant, diverse company culture. We're proud of the progress we've made on our DEI journey and are committed to continuing the work that will ensure lasting change.

While DEI is a relatively new initiative to Omni, we've made solid progress in a short period of time. Our commitment to DEI goes beyond making a statement. We know we must be intentional in taking action on issues that matter to our employees. By endeavoring to be a workforce that reflects the diversity of the people we serve, we will be better equipped to understand and serve their needs. And through embedding DEI principles in our communication and training, we aim to improve outcomes for our clients and families.

While the progress we've made is worth recognizing, it is important to continue holding ourselves accountable. In this year's report, we are pleased to share new data providing greater transparency on the diversity of our workforce, important DEI milestones and achievements, and our recommendations for additional work intended to move our organization forward in its DEI journey.

Looking forward, as we continue to learn and evolve, our goal is to be an organization worthy of emulation by others in the human services industry. We are incredibly appreciative of the work of this DEI Committee in ensuring a stronger future for all.



Jane Wintz



Eric Strickland



Nichole Young



Mark Just



Our Mission

We live in a world of great diversity – gender, race, culture, age, sexual orientation, abilities, skills, experience, values, hopes, fears, and dreams.

In human diversity we see strength and the uniqueness that each of us can contribute to the greater good. DEI's mission is to help cultivate empathy, respect, and to celebrate our differences. We are dedicated to promoting cultural competency and advocate for policies and procedures that promote diversity, equity, and inclusion across the entirety of the organization. The Omni Family is committed to being an inclusive organization where all employees feel valued, respected, and engaged. For this purpose, the DEI committee strives to:

- ▶ Ensure a highly qualified and diverse organization in all areas and at all levels.
- ▶ Actively seek out and encourage diverse ideas, perspectives, and points of view.
- ▶ Establish an inclusive work environment that respects and embraces diversity.

OUR MISSION

Defining Diversity, Equity, & Inclusion

Diversity

Diversity is a representation and intersectionality of our collective and individual identities, positionalities, values, beliefs, and lived experiences. We acknowledge the importance of creating environments that consider and respect all elements of human experience and always strive for empathic action. The ability to navigate diversity, like practicing empathy, is a prosocial skill that can be developed over time with cultural humility, intentionality, and knowledge.

Inclusion

Inclusion fosters a culture of belonging by bringing and empowering traditionally excluded voices into decision-making processes. Inclusion mandates the establishment of a balance of power and shared rights within a group, organization, or institution. Inclusive spaces are empowering environments where each voice is valued and supported to actively participate through purposeful, deliberate, and authentic efforts, while understanding that no one person is representative of an entire community.

Equity

One of DEI's goals is to help create conditions that allow all persons within the Omni Family to thrive. Rather than treating every individual equally and identically, equity practice presumes diversity and requires ongoing action to identify and eliminate barriers that presently prevent the full, meaningful participation and inclusion of certain individuals and groups. To achieve this vision, equity calls for us to intentionally invest in programming and supports that nurture the strengths of people with underrepresented identities while also addressing their distinctive needs.



Values

E

Embracing Diversity

The ongoing attitude of respectful curiosity and reflective process of learning from and empowering others through expressed appreciation for their uniqueness.

S

Safety

The freedom from physical, emotional, social, and professional harm for staff and consumers.

T

Trustworthiness

The steadfast dedication to openness and authenticity in all interactions through fair and equitable practices demonstrated through clarity in roles, expectations, and information.

E

Emotional Intelligence

The demonstrated capacity to perceive, understand, and manage emotions, resulting in compassionate relationships with self and others.

E

Empowerment

The process of eliciting and promoting voice and choice by recognizing, affirming, and building on strengths and resiliencies to encourage hope, healing, and growth.

M

Mindful Collaboration

The intentional and thoughtful partnering with respectful listening and mutuality across organizational structure (from leadership to staff to clients to external stakeholders) resulting in the meaningful sharing of vision and decision-making.

Our Journey

The Omni Family DEI journey began in July of 2020 when CEO and President Jane Wintz, introduced the initiative at a organization-wide virtual town hall.

While initially developed as a project, in July of 2021, this initiative evolved into an ongoing operational committee consisting of members from across the organization. The committee formulated a mission that supported the organization's values and works today to support a DEI culture within the Omni Family.

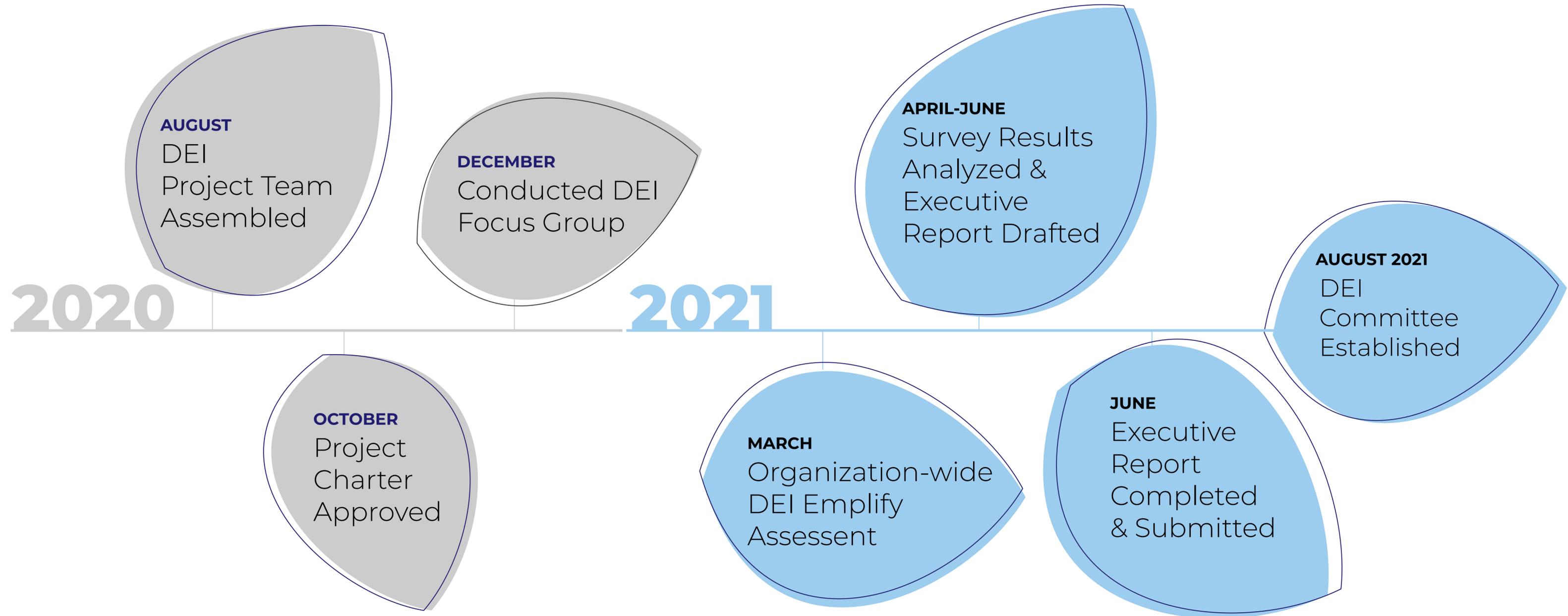
Over the course of the past two years the individuals involved in the initiative have worked methodically in their efforts to cultivate a culture that promotes and embraces diversity, equity, and inclusion. Highlights of the work include the implementation of an annual DEI organizational assessment, the submission of an annual DEI organizational report, the dissemination of monthly educational content, multiple community presentations, the development of an educational speaker series, and the certification of 23 executive leaders in the University of South Muma College of Business DEI in the Workplace Certificate program.

As this initiative moves into its third year, it remains a high priority to Omni Family leadership. The committee will continue to focus on developing and maintaining a culture at Omni that respects and embraces all individuals and their unique experiences.



OUR JOURNEY

A Timeline for the Journey



OUR JOURNEY

DEI Committee Members



Michael Blasingim



Bev Brown



Diane Bunn



Deja Campbell



Travis Chance



Emilie Clifton



Dorothyanna Coffey



Rochelle Conway



Eric Moore



Chris Moynihan



Skylar Oakley



Jennifer Wigal

DECEMBER 2021

- ▶ Development of Workforce Graphics

JANUARY 2022

- ▶ OFS introduced internal monthly content around DEI

MARCH 2022

- ▶ Dot Coffey and Chris Moynihan presented alongside Praxis Consulting Group on “Developing a DEI Strategy at an ESOP Company.”

APRIL 2022

- ▶ Agency Leaders in combination with complete HR department completed the University of South Muma College of Business DEI in the Workplace Certificate Program
- ▶ 2nd Annual DEI Emplify Survey Conducted with a 70% Participation Rate

JUNE 2022

- ▶ Launched 1st DEI Presentation June 7th, Guest Speaker: Dr. Kenneth Coopwood, “What Color is Our Impact?”

SEPTEMBER 2022

- ▶ Submission of DEI Annual Report to Executive Leadership and posted on OFT



The Case for DEI

When organizations embark on the journey to increase diversity, they are often asked to “make the case” for why it is necessary.

2020 was a wake-up call for companies to reexamine their DEI initiatives. Extensive research has been done to demonstrate that when done well, diversity, equity and inclusion in the workplace can lead to increased revenue, reduced costs, greater innovation, and increased employee engagement, productivity, and commitment.

Studies show that providing an inclusive environment for employees and managers possessing diverse organizational characteristics set the stage for company innovation and business growth.

Employees are not just looking to leadership to make a difference; they are expecting it. Organizations must evolve or risk a smaller candidate pool, reduced market share, and ultimately, lost profitability.

A Look Back

Year Two Progress

In the 2021 annual report, the DEI Project Team made five concrete recommendations that it felt would best advance the organization's desire to cultivate a diverse, equitable, and inclusive culture. All of these recommendations were endorsed by executive leadership.

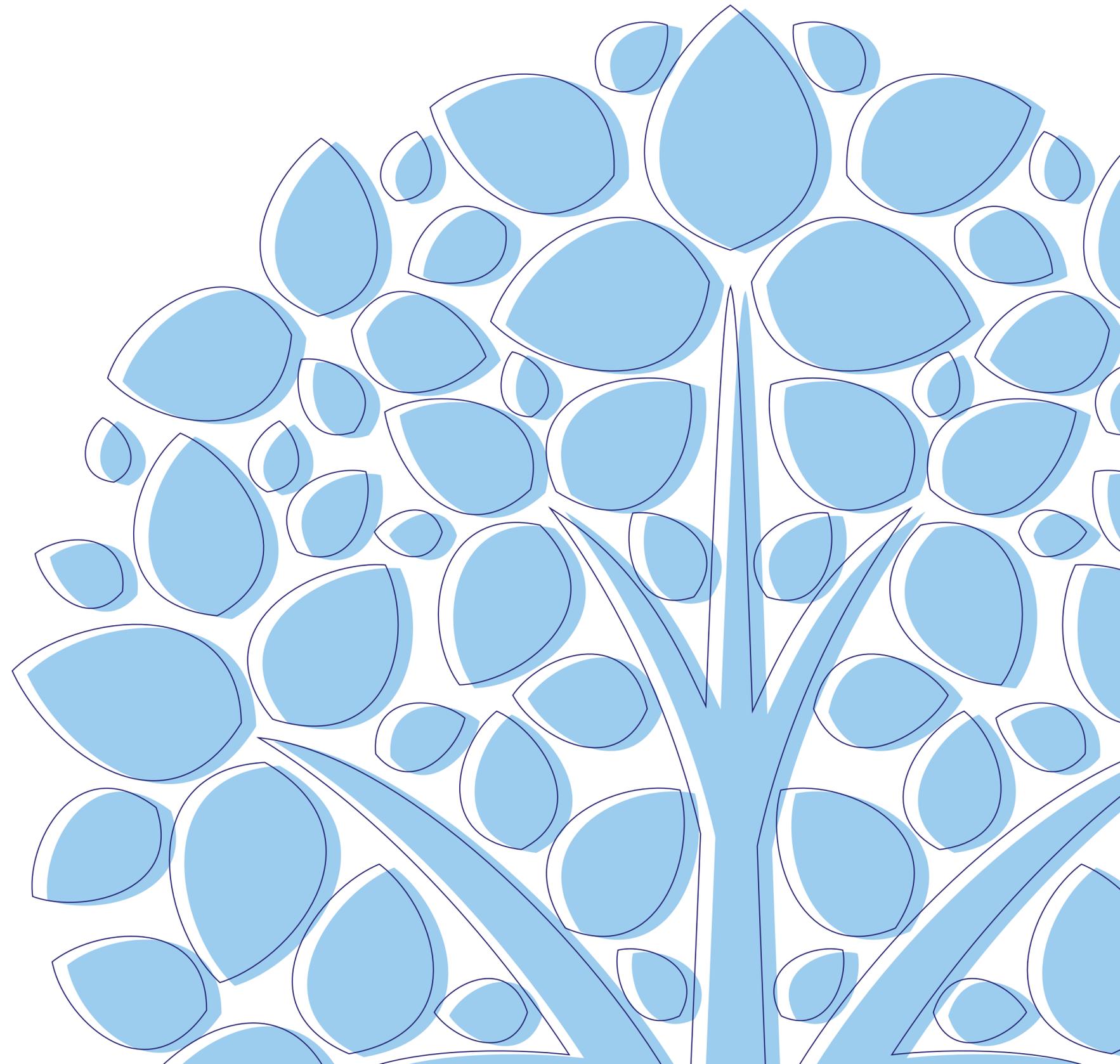
2022 recommendations included:

- ▶ The transition of the DEI Project Team into an operational ongoing DEI Committee
- ▶ Enhanced workforce demographic data collection
- ▶ The adoption of an annual organizational DEI assessment and corresponding report
- ▶ Regular organization-wide communications on DEI specific topics
- ▶ Enhanced pre-service and annual training and educational opportunities

In year two of this initiative, the project team transitioned into an ongoing operational committee. While several project team members carried over onto the committee, several new members also joined. This included representation from Human Resources and Marketing. Efforts were also made to ensure that the committee was representative of the entire workforce. The committee was then tasked with applying the other recommendations from the first annual report.

The committee developed into three subgroups to address the specific recommendations.

While continued commitment to these recommendations remains vital, collectively the committee has addressed all the recommendations made in the previous report. As the initiative rolls into the next year, efforts will continue to provide quality communication, enhanced organizational understanding, and more robust training and education opportunities.



A LOOK BACK

Education and Training

DEI training is critical in building a safe and equitable working environment.

One of the key recommendations to executive leadership from the DEI Committee in the 2021 Annual Report was to address the need for enhanced training on DEI relevant topics for all staff, leaders, and relevant contractors. DEI training is critical in building a safe and equitable working environment. Training can help uncover hidden biases and can benefit the organization's culture.

With these key items in mind, a training/education sub-committee was formed and tasked with bringing the recommendation to fruition. The result was the Omni Family's first companywide DEI Presentation conducted by Dr. Kenneth Coopwood. Dr. Coopwood is a 4-time Chief Diversity Officer and has earned national prominence as a transformative agent in higher education diversity administration. This presentation is the first of many to come.

Diversity training must be done consistently over time and its benefits are only fully realized when all staff participate. Through a variety of required and supplemental DEI presentations and training sessions, we will foster and develop a mutual DEI vision. We will begin educating through exposure and shared experiences. It is this committee's hope to infuse the values of DEI throughout the organization's culture by incorporating DEI training as part of new employee on-boarding and foster parent orientation.

Subgroup Members: Diane Bunn, Travis Chance, Rochelle Conway, and Chris Moynihan

A LOOK BACK

Communications and Outreach

This subgroup is focused on sharing a message of inclusion with internal and external audiences.

Together, the group has landed on a plan to communicate with employees, job seekers, board members, foster parents, clients, and the community at large. Tactics this subgroup executes include social media, email, advertising, partnerships, community events, sponsorships, video, and website content.

SOME DELIVERABLES ACHIEVED TO DATE INCLUDE:

ESOP Conference Presentation – At The ESOP Association’s New South Chapter Conference in Atlanta, Georgia, OFS Senior Project Manager Dot Coffey and Omni Visions Chief Clinical Officer Chris Moynihan presented alongside Praxis Consulting Group on “Developing a DEI Strategy at an ESOP Company.” Our Omni presenters detailed Omni’s journey in developing a DEI strategy – spelling out what we’ve accomplished through our DEI project team, what we’re currently tackling with the DEI committee, and the work that remains on the horizon.

Women in Omni History Blog – As an organization with a long history of women in leadership, the Omni Family proudly celebrated Omni’s co-founder Eileen Harris and a few of the many women who shaped our organization through the years.

Pride Month Marketing Materials – In support of Omni Visions teams’ participation in Pride events in Kentucky, North Carolina, and Tennessee, “Foster with Pride” buttons, hand fans, and marketing materials were created. Each state had representatives participating in Pride events to actively promote the recruitment of foster parents.

Monthly DEI Content for Employees – To celebrate DEI throughout the year, the Communications and Outreach Subgroup developed an annual content calendar. Each month, information and resources around these events are shared with Omni Family employees. Some of the events featured thus far include Black History Month, Women’s History Month, Gay Pride Month, Juneteenth, and National Minority Health Month.

Subgroup members: Michael Blasingim, Deja Campbell, Dot Coffey, Skylar Oakley, and Jennifer Wigal



A LOOK BACK

Data and Analytics

The Data and Analytics subgroup is tasked with providing the workforce demographics of the Omni Family of companies.

Workforce demographic data has been compiled for 2020 and 2021, by job function, within four key areas: Gender, Race/Ethnicity, Tenure, and Generational Breakdown. This subgroup was formed within the DEI Committee at the beginning of year two, based on a recommendation from leadership at the conclusion of year one.

Job function, as noted on pages 16 and 17, are categorized as: Admin/Clerical, Case Management, Clinical, Direct Care, Executive Management, Mid-Management Non-Supervisory, Mid-Management Supervisory, Recruitment, Sr. Management Non-Supervisory, Sr. Management Supervisory

Subgroup Members: Beverly Brown, Travis Chance, Emilie Clifton, Eric Moore, and Chris Moynihan

2020 by Job Function

The Omni Family Workforce as of December 31, 2020

2020		Admin Clerical	Case Management	Clinical	Direct Care	Executive Management	Mid Management Non-Supervisory	Mid Management Supervisory	Recruitment	Sr. Management Non-Supervisory	Sr. Management Supervisory
693	%	11.8%	42.9%	14.3%	3.0%	2.2%	2.9%	12.1%	4.6%	0.7%	5.5%

Workforce By Gender

Female	562	81.1%	11.0%	34.9%	11.7%	1.9%	1.0%	1.6%	10.7%	3.9%	0.3%	4.2%
Male	131	18.9%	0.9%	7.9%	2.6%	1.2%	1.2%	1.3%	1.4%	0.7%	0.4%	1.3%

Workforce by Race/Ethnicity

American Indian or Alaska Native	4	0.6%		0.1%						0.1%	0.3%	
Asian	1	0.1%		0.1%								
Black or African American	179	25.8%	2.7%	13.6%	3.5%	0.9%		0.3%	3.0%	1.0%		0.9%
Native Hawaiian or Other Pacific Islander	2	0.3%	0.1%									0.1%
Two or more races (Not Hispanic or Latino)	9	1.3%		0.9%	0.1%				0.3%			
White	487	70.3%	8.8%	27.1%	10.4%	2.2%	2.2%	2.6%	8.8%	3.5%	0.4%	4.3%
Hispanic or Latino	11	1.6%	0.1%	1.0%	0.3%							0.1%

Workforce by Tenure

<1 year	137	19.8%	1.6%	9.2%	5.9%	0.6%	0.1%	0.4%	1.2%	0.1%	0.3%	0.3%
1-2 years	214	30.9%	2.9%	17.0%	4.9%	0.7%	0.6%	0.4%	2.5%	0.9%		1.0%
3-5 years	146	21.1%	2.6%	8.7%	2.5%	0.4%	0.4%	0.6%	3.3%	1.7%	0.3%	0.6%
6-9 years	108	15.6%	3.2%	4.8%	1.0%	0.3%	0.1%	0.3%	2.9%	1.3%		1.7%
10+ years	88	12.7%	1.6%	3.2%		1.0%	0.9%	1.2%	2.3%	0.6%	0.1%	1.9%

Generational Breakdown

1928-1945 Silent Generation	3	0.4%				0.3%	0.1%					
1946-1964 Baby Boomers	80	11.5%	2.0%	3.0%	1.7%	0.6%	0.3%	0.9%	1.4%	0.7%	0.1%	0.7%
1965-1980 Generation X	271	39.1%	5.2%	13.7%	4.3%	1.3%	1.7%	1.6%	4.9%	1.7%	0.6%	4.0%
1981-1995 Millennials	296	42.7%	3.9%	21.4%	8.1%	0.4%		0.4%	5.8%	2.0%		0.7%
1996-2010 Generation Z	43	6.2%	0.7%	4.8%	0.1%	0.4%				0.1%		

2021 by Job Function

The Omni Family Workforce as of December 31, 2021

2021		Admin Clerical	Case Management	Clinical	Direct Care	Executive Management	Mid Management Non-Supervisory	Mid Management Supervisory	Recruitment	Sr. Management Non-Supervisory	Sr. Management Supervisory
649	%	12.3%	40.2%	15.3%	1.8%	3.1%	2.6%	13.7%	4.5%	0.9%	5.5%

Workforce By Gender

Female	530	81.7%	11.4%	33.4%	12.5%	1.1%	1.8%	1.2%	11.9%	4.0%	0.3%	4.0%
Male	119	18.3%	0.9%	6.8%	2.8%	0.8%	1.2%	1.4%	1.8%	0.5%	0.6%	1.5%

Workforce by Race/Ethnicity

American Indian or Alaska Native	4	0.6%		0.2%					0.2%	0.3%		
Asian	1	0.2%		0.2%								
Black or African American	166	25.6%	2.9%	11.6%	4.0%	0.8%	0.3%	0.3%	3.9%	0.9%		0.9%
Native Hawaiian or Other Pacific Islander	1	0.2%		0.2%								
Two or more races (Not Hispanic or Latino)	9	1.4%		1.2%					0.2%			
White	458	70.6%	9.4%	26.0%	10.8%	1.1%	2.8%	2.3%	9.7%	3.4%	0.6%	4.5%
Hispanic or Latino	10	1.5%		0.9%	0.5%							0.2%

Workforce by Tenure

<1 year	133	20.5%	2.6%	11.2%	4.3%	0.2%	0.2%		1.2%	0.5%	0.2%	0.2%
1-2 years	157	24.2%	2.0%	10.9%	5.9%	0.3%	0.8%	0.5%	2.3%	0.5%	0.3%	0.8%
3-5 years	153	23.6%	2.9%	9.4%	3.7%	0.5%	0.9%	0.3%	3.4%	1.7%	0.2%	0.6%
6-9 years	112	17.3%	2.8%	4.8%	1.4%	0.2%	0.3%	0.6%	4.3%	1.2%		1.7%
10+ years	94	14.5%	2.0%	3.9%		0.8%	0.9%	1.2%	2.5%	0.6%	0.3%	2.3%

Generational Breakdown

1928-1945 Silent Generation	3	0.5%				0.3%					0.2%	
1946-1964 Baby Boomers	73	11.2%	2.0%	3.1%	1.8%	0.2%	0.6%	0.6%	1.4%	0.6%	0.2%	0.8%
1965-1980 Generation X	257	39.6%	5.7%	13.1%	4.3%	0.9%	2.5%	1.5%	4.9%	2.0%	0.6%	4.0%
1981-1995 Millennials	257	39.6%	3.2%	17.6%	8.5%	0.3%		0.5%	6.9%	1.8%		0.8%
1996-2010 Generation Z	59	9.1%	1.4%	6.5%	0.6%	0.2%			0.5%			

Organizational Analysis

The Emplify DEI organizational assessment data in combination with the demographic data of the workforce begins to create a picture of Omni's DEI related strengths and opportunities for growth.

A 70% overall engagement rate on the Emplify assessment suggests that overall, the staff at Omni are highly engaged on this topic.

A variance in individual company response suggests that pockets of the OFS family could benefit from continued targeted outreach on DEI related topics. While it is fair to be curious about how the disengaged **30%** could impact responses rates, collectively the engagement rate can be viewed as an encouraging strength and is likely representative of OFS's recent DEI initiatives.

Black and African American staff make up approximately 25% of the OFS workforce.

However, they hold only **16%** of senior management and 10% of executive leadership positions. OFS is slightly outperforming national averages which estimate black senior leadership at **7%** and executive leadership at **4-5%**. Similar to the gender disparity in leadership, Black and African Americans also are disproportionately underrepresented in leadership roles. While OFS has employed more minority leadership than national trends, continued efforts remain necessary to close the representative disparity between workforce and leadership for both African Americans and women.

Women make up 82% of the workforce, 72% of senior management and 60% of executive management positions.

This can be viewed as an overwhelming strength in that OFS is vastly outperforming nationwide and global trends on women in leadership. Studies estimate that nationally only **35%** of senior leadership roles are held by women and only **29%** of executive leaders are women. Ironically, the disproportionate number of one gender constituting such an overwhelming portion of the general work force suggest a need for more gender parity across the front-line roles in the organization.

Only 1.5% of the OFS workforce identifies as Hispanic or Latino.

This is approx. **4%** below the rate of Hispanic or Latino population in TN. There is only one Hispanic or Latino staff in positions of management or supervision across the family of services. This information suggests that identifying targeted recruitment and hiring opportunities for Hispanic or Latino staff may be beneficial. It also suggests that there may be a need for Spanish speaking staff and Spanish translated organizational materials should also be available whenever possible.

Qualitative data from the Emplify assessment highlighted religion as an area of diversity that may currently be **under addressed** or need **additional focus**.

Religion is not specified in Emplify questions and is a limitation of the assessment tool. Further attention to religious diversity may be beneficial.

Only 4% of staff responded in the negative to the question “Diversity and Inclusion should be a priority at my organization.”

This suggests that the OFS workforce overwhelmingly supports the current commitment by OFS to DEI. This can be seen as validated for recent organizational efforts as well as justification for future investment into DEI initiatives.

Finally, **90% of respondents indicated they feel “treated fairly and with respect by the people they work with.”**

88% responded that “employees at the organization are treated fairly based on race, ethnicity, gender, sexual orientation and age.” Combined these responses suggest an overall positive culture regarding DEI. This is especially significant because only **30%** of respondents indicated that they do not identify as a minority or marginalized population. Collectively this data supports the need for psychological safety and cultural competence across the company and that OFS is making progress in meeting that need. Additionally, data suggests that opportunities for growth remain, specifically around communication around DEI policy and procedure. Concerning is data that suggests **13-21%** of OFS employees may have witnessed or experienced discrimination or prejudice. This number is inconsistent with the other responses noted above and is a discrepancy worth consideration. One hypothesis is this discrepancy may reflect experiences with the large number of subcontracted foster parents affiliated with the OFS or alternatively clients that demonstrate discrimination/prejudice.

ORGANIZATIONAL ANALYSIS

Summary

Overall, our data suggests that while opportunities for improvement remain, the OFS culture is operating in a manner consistent with its stated values regarding embracing diversity.

Quantitative staff feedback suggests a psychologically safe environment and demographic data suggests OFS is outperforming national trends on leadership. While more work remains to be done, the collective data suggest OFS is trending in a positive direction that will ultimately produce desired outcomes such as improved staff retention, higher productivity, and innovative practice and procedure.

CITATIONS

<https://quantic.edu/blog/2021/12/06/how-many-fortune-500-ceos-are-women/>

<https://www.catalyst.org/research/women-in-management>

<https://www.mckinsey.com/featured-insights/coronavirus-leading-through-the-crisis/charting-the-path-to-the-next-normal/in-corporate-america-black-senior-leadership-remains-scarce>

What We've Heard

A decorative graphic at the top of the page consists of several overlapping silhouettes of human heads in profile, facing right. The silhouettes are filled with various colors: teal, dark green, orange, red, and purple. The text "What We've Heard" is overlaid in white on the teal and orange silhouettes.

“I appreciate that I can speak freely about DEI at town halls and other settings. It’s a top down approach. It starts with leadership.”

“I am so happy to be working for a company like this. When I had my interview, one thing that was discussed was diversity and how much of a family this company was. I have been with the company for 5 months and I truly believe in its values and the company shows this 100%.”

“The company is very culturally competent and shows humility to both clients and employees regardless of their religion, race, ethnicity, or sexual orientation.”

“Keep going, DEI is a core value that is meaningful to all of us.”

“Continue to be open to dialogue from all people like you are currently doing.”

“Our organization has done a great job in recent years making sure to include a variety of staff in work groups ensuring everyone has a voice.”

“I stay at Omni because of our great leadership and open door policy. They respect me as an individual.”

“First place where I’ve worked that I didn’t feel like my race was an issue.”

Recommendations

2023 Diversity, Equity, and Inclusion Committee Recommendations



Establish a 2023 DEI Budget

In our first official year of assembling as a DEI committee, our efforts were limited because budget had not been recommended and allocated by the DEI committee.

With an allocated budget, we would have the opportunity to plan for and execute our work more effectively. As previously noted in our DEI assessment, the OFS workforce has endorsed the need for on-going efforts. Diversity, equity, and inclusion efforts also support our strategic goals of employee recruitment and retention.



Identify qualified external speaker(s) to conduct mandatory all-staff training/presentation

We received positive feedback from our first annual DEI speaker, Dr. Kenneth Coopwood. Having a dedicated budget to explore additional external speakers would allow us to partner with subject matter experts to assist in organization-wide training and education.



Identify and include an annual DEI course in Relias for all training plans

As noted in our DEI Emplify assessment, staff members have acknowledged the need for ongoing DEI training. An annual DEI course would allow for consistent, shared language and support our value of Embracing Diversity. It also allows us to capture new education, knowledge, and materials in the field.



Identify DEI KSI(s) for The Omni Family enterprise to be implemented by December 2023

By developing DEI Key Success Indicators (KSI), we will hold our leadership, programs, and staff accountable to our DEI commitment. Potential recommendations to consider are mandatory staff attendance at DEI training courses, completion of Relias courses, and participation in the annual DEI Emplify survey.



Propose Juneteenth as a company holiday

In pursuit of our mission as a thought leader and change maker in human services, we are recommending that the Omni Family recognize Juneteenth as a company holiday. This would serve as an opportunity to declare the organization-wide commitment to celebrating diversity. The omission of celebrating Juneteenth has been noted in staff feedback as inconsistent with organizational messaging on DEI.

Closing

Our DEI Committee, comprised of teammates throughout the organization, is proud to share this report with the Omni Family.

The many goals and milestones of our DE&I journey are only just beginning to form. We are committed to ensuring lasting change for the Omni Family. Thank you for your continued support and the progress we will make together.

To learn more about serving on the DEI Committee, please contact **Chris Moynihan** or **Dot Coffey**.