



Gazelle Sports Diversity Equity and Inclusion Work Plan 2023

Key Areas of Priority

- Hiring, Recruitment and Career Development
- Vendor and Supplier Diversity
- Ongoing Training and Culture Development
- Community Engagement and Relationship Building
- Internal Communication

Hiring, Recruitment and Career Development

1. **Hiring:** Location employee diversity should at least reflect market area diversity metrics
2. **Recruitment:** Store managers to attend at least two local job and/or career fairs
3. **Career Development:** Develop and implement an internship program specifically focused on creating a run specialty career path for BIPOC individuals

Vendor and Supplier Diversity

1. **Vendor Diversity:** Develop pipeline for adding vendors with diverse ownership and/or leadership
2. **Supplier Diversity:** Commit to utilizing at least one vendor owned and/or managed by individuals from marginalized groups in each business unit/location

Ongoing Training and Culture Development

1. **Ongoing Training:** Bias training required for all leadership positions
2. **Culture Development:** Create opportunities for all team members to engage in small group conversations about diversity, equity and inclusion

Community Engagement and Relationship Building

1. **Community Engagement:** Focus on deepening our support of current community partnerships, and our investment in creating inclusive and accessible events.



2. **Relationship Building:** Host at least one listening session with a community affinity group for individuals with marginalized identities in each market location

Internal Communication

1. Incorporate DEI updates in Quarterly Business Review presentations
2. Create DEI content schedule for monthly discussion prompts to be used at huddles and team meetings

DEI Task Force Next Steps

Redeploy the DEI Task Force as an employee led Diversity, Equity and Inclusion Advisory Board, to provide greater opportunity for more voices to be heard, shared and responded to.