



## PLEDGES FOR ACTION:

Printing Industry Midwest's (PIM) Diversity, Equity & Inclusion (DE&I) Accreditation Program offers an opportunity for service providers and suppliers to celebrate their organization's actions and achievements toward closing the racial and diversity gap. The program is founded upon the following PIM Pledges for Action. Your organization must commit to adopting these pledges by having a person from the following departments sign and date this document on page 2-3.

### CULTURE:

- We will strengthen our workplace by creating a culture of equity, inclusivity, and understanding of people of color and all underrepresented minorities.
- We will engage with people of color and all underrepresented minorities, including their perspectives within our company
- We will speak out and stand up for justice, equality and opportunity, actively making these topics part of our workplace conversation.

### DEVELOPMENT:

- We will expand education, training, and scholarship opportunities in our industry for people of color and other underrepresented minorities.
- We will broaden outreach and promotion of careers in our industry to people of color and other underrepresented minorities.
- We will increase representation of people of color and underrepresented minorities at all levels of our organization.

### PARTNERSHIP:

- We will diversify our supply chain to use businesses owned and/or operated by people of color and other underrepresented minorities.
- We will remove barriers and open doors to print careers and partnerships for people of color and other underrepresented minorities in need of 1st or 2nd chances.

### DEFINITIONS:

- **Diversity** refers to the traits and characteristics that make people unique
- **Inclusion** refers to the behaviors and social norms that ensure people feel welcome.
- **People of Color** are defined as non-Caucasian.
- **Underrepresented Minorities** are defined as a percentage of employees in a given group are lower than their percentage of the population of the community in which the company serves.

See page 2 for signatures >>>

## PLEDGES FOR ACTION:

### EXECUTIVE LEADERSHIP:

Print Name: \_\_\_\_\_ Title: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### HUMAN RESOURCES:

Print Name: \_\_\_\_\_ Title: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### MARKETING:

Print Name: \_\_\_\_\_ Title: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### PRODUCTION:

Print Name: \_\_\_\_\_ Title: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### PURCHASING:

Print Name: \_\_\_\_\_ Title: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

### SALES:

Print Name: \_\_\_\_\_ Title: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_