



Bringing Dairy to Life!

Midwest Dairy Path Forward for Diversity and Inclusion

At Midwest Dairy, we stand in solidarity against injustice and inequality. We believe in acceptance, mutual respect and equality.

We recognize our employees want to know they work at an organization that welcomes and supports diversity and inclusion. Our partners and dairy consumers also have diversity expectations. Midwest Dairy must work harder to better understand and address these needs.

Along with the dairy farmers that we represent, we are committed to contributing to build a stronger future for our organization. Midwest Dairy commits to bring our organizational values to be Accountable, Collaborative and Enterprising to life by listening, learning and working together to take action.

As an organization, Midwest Dairy commits to the following actions:

- Create a space for conversation and professional development around diversity, inclusion and equity as part of our culture objective
 - Provide opportunities for self-assessment and awareness of personal bias
 - Share resources to read, listen to, watch, and learn.
 - Expand Volunteer Time Off policy to serve organizations working with diverse communities
 - Participate in DMI-led learning opportunities as staff and dairy farmer leaders.
- Elevate voices and stories of diversity linked to the work of Midwest Dairy so that staff and dairy farmers can listen and learn from partners working in these communities.
- Evaluate and expand Midwest Dairy programs to ensure diversity with attention to cultural inclusiveness in educational tools, communication, leadership opportunities and partnerships.
- Ensure our recruiting and hiring processes continue to include diversity and inclusion.
- Build business relationships with vendors and consultants that represent diversity and help us succeed at providing programs that are culturally inclusive.

We are committed to listening, learning and working together to build a stronger future for generations to come. Thank you for speaking up, presenting solutions and offering ideas to help us bring to life our commitment to diversity and inclusion. You told us we can do better, and we will – together.

