

2023-2024 Diversity, Equity, and Inclusion Annual Report



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INTRODUCTION






Trillium Health Resources is a Tailored Plan and Managed Care Organization (MCO) that manages serious mental health, substance use, traumatic brain injury, and intellectual/developmental disabilities services in North Carolina. We cover the following counties: Anson, Beaufort, Bertie, Bladen, Bladen, Brunswick, Camden, Carteret, Chowan, Columbus, Crave, Currituck, Dare, Duplin, Edgecombe, Gates, Greene, Guilford, Halifax, Hertford, Hoke, Hyde, Jones, Lee, Lenoir, Martin, Montgomery, Moore, Nash, New Hanover, Northampton, Onslow, Pamlico, Pasquotank, Pender, Perquimans, Pitt, Randolph, Richmond, Robeson, Sampson, Scotland, Tyrrell, Warren, Washington, Wayne and Wilson.

We have experience with the needs of the individuals and communities we serve. We deliver the right services in the right amount at the right time. We know our region and the people who live in our counties. We know how to treat, support and serve them most effectively.

We work with our provider's network to strengthen foundations of well-being and help deepen connections between citizens and their communities. Together with our state leaders, we are invested in the future of the public health system to help everyone in our region.

Our communities are only as strong as their people. Well-being needs a sturdy foundation at the start to prevent issues later and keep it standing through all kinds of weather. Our number one focus is helping every person we serve get the services needed to improve well-being and live a fulfilling life.

TRILLIUM MANAGES SERVICES FOR:

-  Medicaid members placed on the Tailored Plan.
-  Medicaid members placed in NC Medicaid Direct.
-  People without insurance or who are underinsured with state-funded behavioral health services.
-  The Innovations Waiver.
-  Non-medical services such as supported employment.

In addition, we receive local dollars (from counties, etc.) for prevention training on mental health and wellness.

TRILLIUM'S MISSION AND VISION STATEMENTS

MISSION

Transforming lives and building community well-being through partnerships and proven solutions.

VISION

For every community and individual we serve to reach their fullest potential.

TRILLIUM'S ORGANIZATIONAL COMMITMENT TO INCLUSION, DEVELOPED IN OCTOBER 2020

We want all our members, families, providers and partners to know our ethical framework for Diversity, Equity, and Inclusion. Trillium has always believed in encouraging inclusive environments and reducing stigma for those we serve with mental health, substance use, or I/DD conditions. We do not stand for racism, in all its forms. We do not stand for exclusion, whether against people of different abilities or different races. We do not stand for limiting anyone's potential, through restrictive practices or beliefs. We do stand together, united and unapologetically, in the true spirit of partnership to collective transform. We invite you to join us.

DIVERSITY, EQUITY, AND INCLUSION PROGRAM OVERVIEW

Over the past several years, Trillium and our communities have faced many challenges, including a global pandemic, heightened awareness of racial injustice and systemic inequities and changes in the workplace. Now more than ever, there is a powerful overlap between our personal and professional lives. Prioritizing a sense of belonging has become ever more imperative.

In June 2020, Trillium established the Diversity, Equity, and Inclusion Strategic Framework as we embraced each new challenge. Our vision is as follows:

“We will foster an inclusive culture that embraces our diverse backgrounds, experiences, and viewpoints. We engage in programs that support diversity, equity and inclusion so our workforce and leadership represent and reflect the communities we serve. Our activities improve the lives of each other, our members and our communities.”

While we are proud of our accomplishments, much more work is needed. Trillium will continue to build and expand on this vital work. We will continue to ensure that a sense of belonging replaces and conquers systemic biases and inequities. Our organization is committed to tackling big, complex problems guided by data and empowering our staff, no matter their position or tenure, to support our mission through our values.

OUR STATISTICS

WORKFORCE ANALYSIS

We take pride in the diversity of our workforce. Through recruitment, development, and retention efforts, we maintain a workforce that closely resembles the diversity of the communities we serve.






By race, our current employee population is 49% White, 39% Black or African American, 4% Native American or American Indian, 2% Hispanic or Latino, 2% two or more races, 1% Asian, and the remaining 3% is unknown.

According to our 2023 DEI Survey, 14 percent of our employees choose to disclose a disability, 5 percent voluntarily disclose being part of the LGBTQ+ community, and 1 percent disclose a non-binary gender identity.




Trillium reflects the diverse demographics and identities of the communities we serve.

PREVIOUS SURVEY RESULTS

We take action to create an inclusive environment for our employees. In our 2023 Diversity and Inclusion Survey, key indicators included the following:

-  Overall scores improved in every category compared to 2021, signaling DEI efforts since the initial survey have been effective.
-  Participants continue to score Management favorably, indicating their managers and supervisors handle DEI concerns effectively and are accommodating to life situations – nurturing an inclusive environment.
-  Diversity Awareness increased 2 percent over the 2021 survey with a rating of 3.72 out of 4.
-  There is strong support for Trillium’s discrimination and harassment policies. 100 percent of participants responded favorably (strongly or somewhat agree) regarding the absence of discriminatory language in policies, procedures, and documentation.
-  Black or African American participants showed an average of 20 percent increase in score across each category compared to 2021 survey data.

Continued opportunities identified in this survey include the following:

-  The greatest area of opportunity lies within Evaluation, Promotion, and Development. Across demographics, most showed either no improvement or decreased favorability.
-  Staff expressed some frustration around leadership, considering their perspective and viewpoints.
-  First-time survey participants scored notably higher than participants who previously completed the survey in 2021. This may be an indication that long-held beliefs still impact how some employees view DEI at Trillium.

Scores for gender non-binary or gender non-conforming staff were lower than their co-workers with regard to perceived experience across categories, with values of 0.5 to 0.9 out of 4 lower than their peers. We will survey again in the future to compare results, identify areas of improvement, and take action on areas that continue to present growth opportunities.

OUR STRATEGIC FOCUS

At Trillium, we understand that DEI goes beyond data. Effective DEI initiatives are about creating a culture where people feel a sense of belonging, have an opportunity to learn and grow and have a direct impact on the communities we serve. Our strategic focus is defined in three categories: our employees, our members and the communities in our catchment area.

OUR STAFF

Our focal points with staff are described in two categories. Employee Resource Groups (ERGs) create spaces where staff can experience a sense of belonging. Our Career Counseling Services are where staff can learn and grow. Our supplemental activities are where staff can gain a deeper understanding of diverse experiences.





In addition to these focus areas, and based on feedback from our initial staff survey, we initiated a recruitment partnership with Historically Black Colleges and Universities (HBCUs) in our region. We have fully redesigned our recruiting and selection process to mitigate implicit bias in our hiring practices by implementing diverse interview panels, behavior-based interview questions and objective assessment tools to evaluate candidates.

Trillium also adopted standards in our policy and procedure writing guidelines to remove language reinforcing the gender binary. Our Communications Department updated email signature guidelines to include disclosure of preferred pronouns.

EMPLOYEE RESOURCE GROUPS

Employee Resource Groups (ERGs) began in 2021 to foster inclusivity and build community within Trillium. ERGs create a safe, supportive space for employees who share a common identity and those who identify as an ally to the represented group.

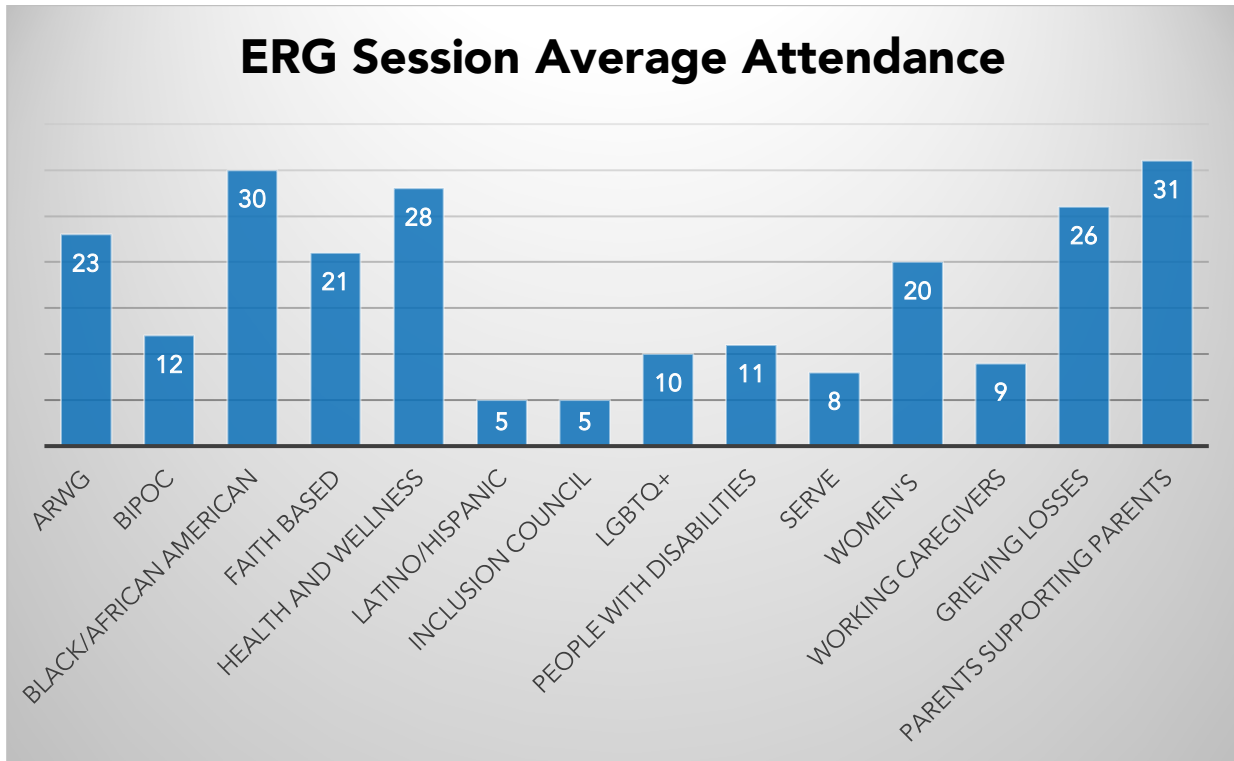
These groups foster an inclusive workplace, enhance the employees' overall experience, promote cultural awareness, and improve company innovation. At this time, Trillium and its employees have established the following 14 ERGs:

- | | |
|--|---|
|  Anti-Racism Work Group |  Inclusion Council |
|  Black, Indigenous, People of Color (BIPOC) |  LGBTQ+ |
|  Black and African American |  Parents Supporting Parents |
|  Faith-Based |  People with Disabilities |
|  Grieving Losses |  Supporting Emergency Responders and Veteran Employees (SERVE) |
|  Health and Wellness |  Women's |
|  Hispanic, Latino, & LatinX |  Working Caregiver |

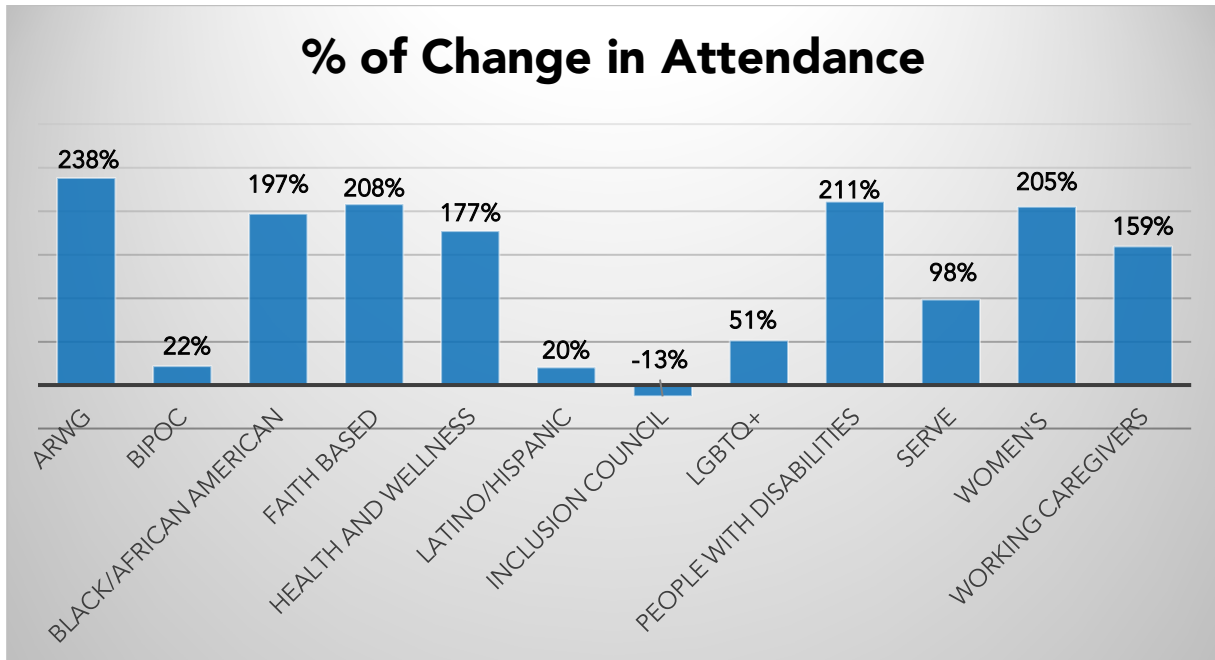
Based on employee feedback, the DEI Department will launch two new Employee Resource Group programs in 2024, Grieving Losses and Parents Supporting Parents.

Trillium currently has 464 unique employees engaging in ERGs, representing a 211.40 percent increase from 2022-2023. ERG participants account for around 28 percent of our overall workforce population. Our ERG participation is much greater than the average of eight percent among Fortune 500 organizations.

Employee Resource Group attendance has increased substantially over the last year and even more so since the consolidation in February 2024. The average number of members attending each planned ERG meeting over the last year is shown below. In May 2024, the DEI Department set a record for attendance in the Black and African American ERG with 66 members in attendance. The graph below shows that the monthly average number of active participants spans five to 31 employees. Although the overall participation of employee resource groups grows each month, numerous barriers impede employees' capacity to attend each meeting. Employees have highlighted several barriers through the annual ERG survey. These include event time, other regular meetings and appointments, position responsibilities and workload. Over the last year, the DEI Department has worked to address some barriers by rescheduling employee resource sessions with historically poor participation rates.

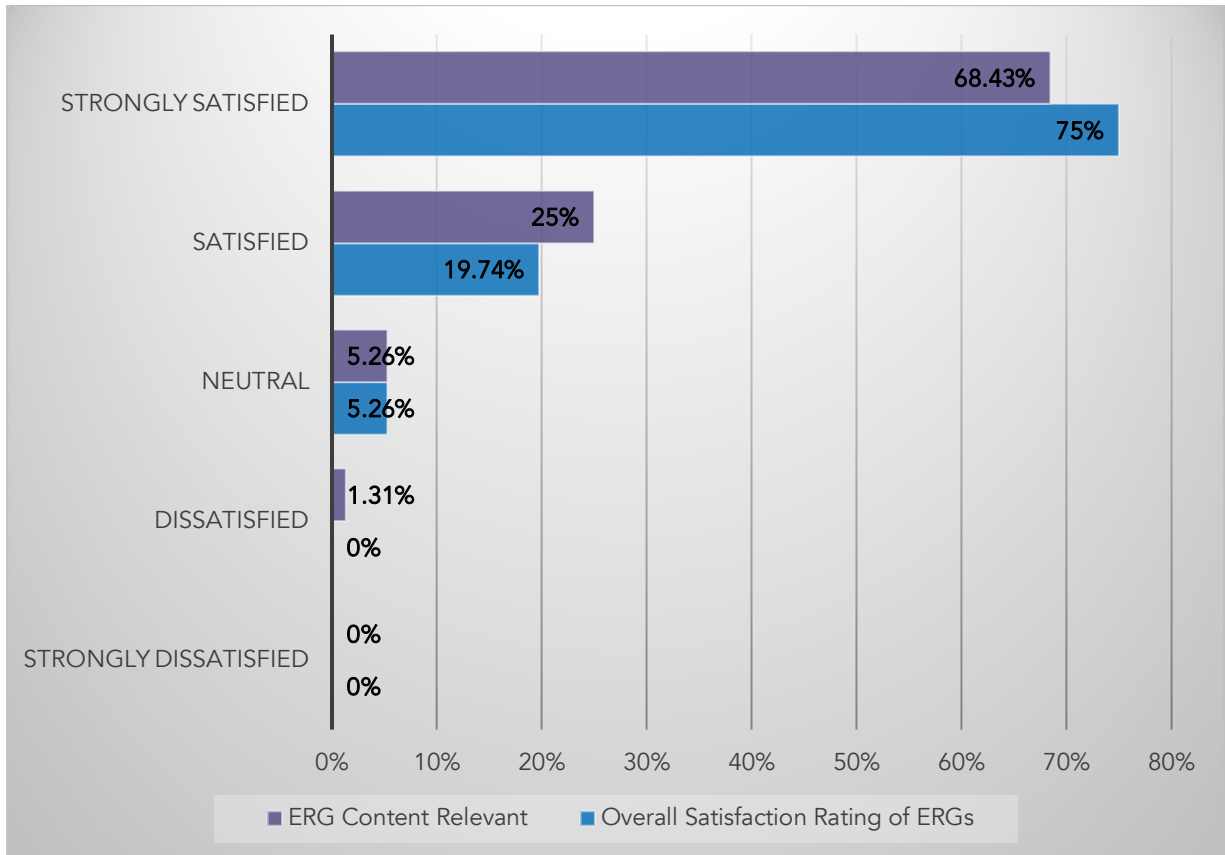


The following graph depicts the overall percentage change in employee attendance from fiscal years 2022-2023 to 2023-2024. Overall participation in Trillium's seven of the 14 employee resource groups has increased by more than 150 percent. On the other hand, the Inclusion Council has experienced a 13 percent decline in attendance. After consulting attendance records, it has been determined that one council member has been working on a special project for several months. In addition, the DEI Team is not actively recruiting any new members for the council at the present time. To increase overall engagement, the DEI Team will continue actively recruiting new members during new employee orientation and through the employee monthly newsletter.



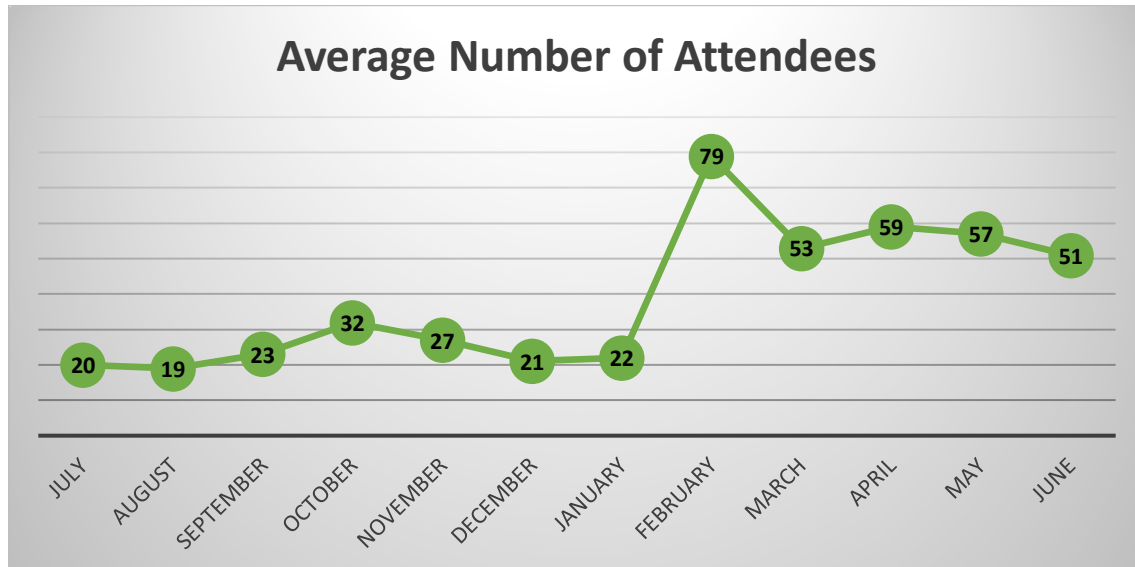
ANNUAL ERG SATISFACTION SURVEY

In June 2024, the DEI Department conducted an ERG and DEI event satisfaction survey, with a 16 percent response rate. As shown in the graph below, the ERGs received an overall satisfaction rating of 94 percent satisfied or strongly satisfied. The survey results also showed that more than 93 percent of respondents agreed or strongly agreed that the ERG content was relevant to them. One survey response noted that they were dissatisfied with the ERG content but reported they thought the content would be more focused on the work environment, with a small portion dedicated to the home environment. Furthermore, the DEI Team acquired knowledge on more topics that staff wanted included in the present employee resources groups, such as ADHD, managing your medical conditions, Native American culture, and immigration. Finally, the survey participants requested various new ERG groups, such as Back to the Basics, Native American Support Group and Remote Work Support Group. The DEI has developed an ERG and DEI Monthly Events Action Plan to respond to employee requests and recommendations. For a full description of the action plan, see Appendix 1.



FORUMS, TRAINING, AND OTHER EVENTS

After evaluating data from event registration and attendance, the DEI team concluded that individual events are growing interest among employees. Between July 2023 and June 2024, the DEI team processed 2556 registrations for 164 events. The DEI team registered over 213 employees each month on average. The number of attendees at each DEI Monthly event has increased dramatically after consolidation. The graph below shows that the average attendance from July 2023 to January 2024 ranged between 19 and 32 people. Following consolidation in February 2024, the number of attendees was between 51 to 79 people at each session.



Below is a list of observances honored this past year; some had multiple events. For a full description of events, see Appendix 1.

July

- Social Wellness Month
- International Non-Binary Peoples Day
- Nelson Mandela Day
- National Disability Independence Day
- Corporate Wellness – Social Wellness

August

- Happiness Happens Self-care Workshop Series
- American Artist Appreciation Month
- Women’s Equality Day
- Corporate Wellness – Financial Wellness





September

- Self-Improvement Month Series
- Historically Black Colleges and Universities Week
- National Hispanic Heritage Month
- Corporate Wellness – Environmental Wellness




October

- National Indigenous People’s Day
- World Mental Health Day
- LGBTQ+ History Month
- Polish American Heritage Month
- Day of Remembrance of Victims of Political Repressions



November

-  National Stress Awareness Day
-  Native American Heritage Month
-  Transgender Awareness Week
-  National Family Caregiver's Month



December

-  World AIDs Day
-  National Homeless Person's Memorial Day
-  Winter Self-care Series





January

-  Martin Luther King Jr. Day
-  Holocaust Remembrance Day





February

-  Monthly Self-Care Series
-  Black History Month

March

-  Monthly Self-Care Series
-  World Prayer Day
-  National Developmental Disability Month
-  Women's History Month

April

-  Monthly Self-Care Series
-  Autism Acceptance Month
-  Deaf History Month
-  National Arab Heritage Month

May

-  Monthly Self-care Series
-  National Day of Prayer
-  Cinco de Mayo
-  Malcolm X Day
-  Documentary Series
-  Jewish-American Heritage Month
-  Mental Health Awareness

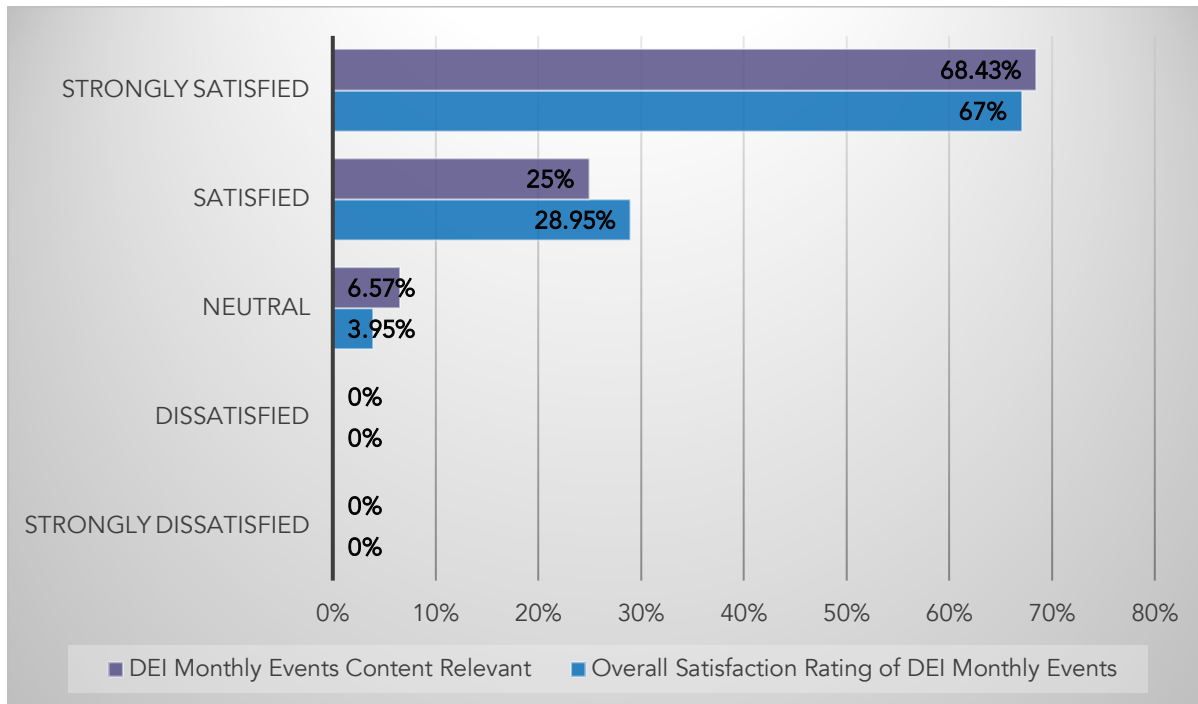
June

-  Monthly Self-care Series
-  Native American Citizenship Day
-  Documentary Series
-  African American Music Appreciation
-  Juneteenth
-  Immigrant Heritage Month
-  Pride Mon

ANNUAL DEI MONTHLY EVENTS SATISFACTION SURVEY

In June 2024, the DEI Department conducted an ERG and DEI event satisfaction survey, with a 16 percent response rate. As shown in the graph below, the DEI Monthly Events received an overall 93.43 percent satisfaction rating of satisfied and strongly satisfied.

The survey results also showed that more than 95 percent of respondents agreed or strongly agreed that the DEI Monthly Events content was relevant to them. Based on recommendations received from survey respondents, the DEI team has developed an ERG and DEI Monthly Events Action Plan to respond to employee requests and recommendations. For a full description of the action plan, see Appendix 1.



CAREER COUNSELING SERVICES

In May 2022, the DEI Department created a robust Career Services program in collaboration with Trillium's Human Resources Department. Trillium recognizes how much effort each employee puts into their job. We want to ensure that each employee has access to opportunities to learn and grow with Trillium.

With the support of the Human Resources Department, the DEI team is available to all team members to participate in strengths assessments, set short-term goals and create action plans to achieve them. Career Services was available for, but not limited to, the following activities:

🌱 Resume writing and review

🌱 Career assessment tools

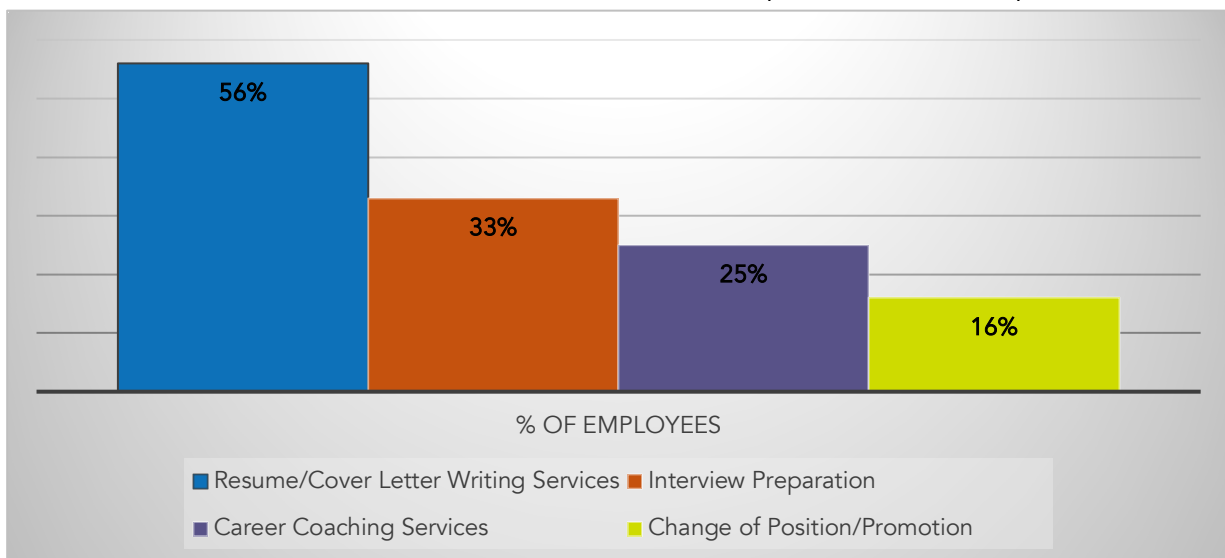
🌱 Career counseling

🌱 Interview preparation

🌱 Strengths coaching

🌱 Peer coaching

In the fiscal year 2023-2024, the DEI Department had 48 employees participate in Career Services. As shown in the graph below, 56 percent of participants utilized resume and/or cover letter writing services. Thirty-three percent of the participants engaged in interview preparation. Twenty-five percent of the participants sought career coaching services. Sixteen percent of participants who utilized the career services program were transferred from their existing positions or promoted within Trillium. After reviewing the career services utilization data from 2022-2023, it was noted that utilization of this service increased by 182 percent from the previous year.



OUR MEMBERS AND OUR COMMUNITIES












The Cultural Competency Program is a comprehensive program that addresses mental and physical health disparities and provides ongoing learning opportunities on topics that directly impact our members and communities.

Cultural competency is the ability to relate effectively to individuals from various groups and backgrounds. Culturally competent services respond to the unique needs of members of minority and/or marginalized populations. They are also sensitive to how people with disabilities experience the world. Within the behavioral health (which addresses both mental illness and substance use disorders) and intellectual/developmental disabilities system, cultural competency must be a guiding principle so that services are culturally sensitive and provide culturally appropriate prevention, outreach, assessment and intervention.

Trillium developed a Cultural Competency Program to demonstrate our commitment to providing services in an all-inclusive, respectful environment, to educate our staff and community partners, and to comply with Title VI of the Civil Rights Act and the Culturally and Linguistically Appropriate Services (CLAS) Standards. Our Cultural Competency Plan will improve access to care, quality of care and health outcomes. The system comprises a Cultural Competency Plan and an evaluation tool to determine if the plan's implementation is effective.

CONCLUSION

A great deal of work has been done, yet there is more to do. Trillium is committed to continuous improvement around diversity, equity and inclusion. Our goals include the following:

-  Continue to grow and enhance our Employee Resource Groups.
-  Continue to provide and expand learning events, forums, speaker engagements and more activities designed to improve the experience of our staff, members and communities through DEI monthly events.
-  Continue to survey staff to ensure our actions are the right actions and address opportunities for improvement as they are identified.
-  Continue to grow our Career Counseling Services.
-  Continue to act on our Cultural Competency Program.
-  Develop a DEI Stakeholder Group with providers to address DEI initiatives and collaboration.
-  Update and maintain corporate wellness plan and monthly lunch and learn wellness activities.
-  Continue to create supplemental trainings on DEI on My Learning Campus for employees, providers and members.
-  Continue to develop Sharepoint as an internal resource for employees.
-  Continue partnership with the Health Equity Team to provide recognition and appreciation to employees through Mission Moments.
-  Continue to provide live ACAF Training to employees and TFC Network.

APPENDIX

FORUMS, TRAININGS, AND OTHER EVENTS

In July 2023, the DEI Department celebrated Social Wellness Month. This event encouraged people to break their fixed routines and vow to meet new people. This month, the DEI Department hosted weekly social wellness activities where you can meet new people and learn new wellness techniques. Activities included: Stretch Break at Your Desk, Two Truths and a Lie, Art Therapy, and Guided Meditation for Inner Exploration.

In July 2023, the DEI Department honored International Non-Binary Peoples Day. We learn what it means to be non-binary and the necessity of respecting and using the appropriate pronouns. To help us get our conversation started, we will watch the Ted Talk, "Understanding Non-Binary: Excerpts from a Correspondence," by Robbin Derry and Saga Darnell.



In July 2023, the DEI Department honored Nelson Mandela during a two-day event. We screened the documentary "Nelson Mandela: From Political Prisoner to Global Hero" and "How Mandela Changed South Africa."

In July 2023, the DEI Department celebrated National Disability Independence Day. On this date, we will discover how the ADA impacted the constructed environment by implementing several changes we use daily. In addition, we watched the TED talk, "Our Fight for Disability Rights and Why We're Not Done Yet," to better understand our next steps in making the world a more inclusive environment for all individuals.

In July 2023, the DEI Department hosted a corporate wellness event focusing on social wellness. During this event, participants learned about the social health index and identified their perceived social health score.

In August 2023, the DEI Department conducted a weekly Happiness Happens self-care workshop series. Activities included mid-day stretches, tai chi, meditation and a cardio boost.

In August 2023, the DEI Department celebrated American Artist Appreciation Month with an art show. Featured artists included Andy Warhol and Norman Rockwell.

In August 2023, the DEI Department hosted a Women's Equality Day event to celebrate the 103rd anniversary of the 19th Amendment of the U.S. Constitution, granting women the right to vote.

In August 2023, the DEI Department hosted a corporate wellness event focusing on financial wellness. During this event, participants learned about zero-based budgeting and were allowed to create their own monthly budget.

In September 2023, the DEI Department conducted a weekly Self-Improvement Month series. Activities included goal setting, beginner's yoga, decluttering tips, turning busy into balance, and mindfulness meditation.

In September 2023, the DEI Department celebrated Historically Black Colleges and Universities Week with a two-day celebration. To help guide our celebration, we shared the documentary "Tell Them We Are Rising: The Story of Black Colleges and Universities."

In September and October 2023, the DEI Department hosted events to celebrate National Hispanic Heritage Month from September 15th to October 15th. Events included the 35rd Hispanic Heritage Awards, "What's really happening at the US-Mexico Border and How We Can Do Better," a Hispanic Art Tour, a DEI Forum highlighting HIV LatinX Awareness, and the documentary "Afro-Latinx Revolution: Puerto Rico."

In September 2023, the DEI Department hosted a corporate wellness event focusing on environmental wellness. During this event, participants learned how to improve their overall environmental wellness.

In October 2023, the DEI Department hosted National Disability Employment Awareness Month. During this event, we celebrated the contributions of America's workers with disabilities, past and present, and showcased supportive, inclusive employment policies and practices that benefit employers and employees.

In October 2023, the DEI Department hosted National Indigenous People's Day to honor the cultures and histories of Native American People. We reflected on their tribal roots and the tragic stories that hurt and strengthened their communities.

In October 2023, the DEI Department hosted World Mental Health Day. On this day, we focused on the challenges and rewards of a culturally informed approach to mental health.

In October 2023, the DEI Department hosted an LGBTQ+ History Month celebration. On this day, we focused on Stonewall's history and how it embarked on a social movement at the time.

In October 2023, the DEI Department hosted Polish American Heritage Month. Our head chef, Drury, demonstrated how to make Polish Crepes on this date.

In October 2023, the DEI Department hosted a Day of Remembrance of Victims of Political Repressions. On this date, we honor gulag inmates in the Russian regions of Mordovia and Perm who started a mass hunger strike in 1974, protesting political persecutions in the Soviet Union.

In November 2023, the DEI Department hosted National Stress Awareness Day. On this date, we focused on holiday stress and practical ways to avoid stress during the holidays.

In November 2023, the DEI Department hosted Native American Heritage Month events. Throughout the month, we showcased the Battle of Hayes Pond, Stories from the Haliwa-Saponi Indian Tribe, The Children of Carlisle, and North Carolina's Inclusive Art Project.

In November 2023, the DEI Department hosted a Transgender Awareness Week event. On this date, we screened "Gender Theory" by Berkeley professor Judith Butler, where she discussed sex, gender, and the debate over identity.

In November 2023, the DEI Department hosted two National Family Caregiver's Month panel discussions. During these events, we had an interactive panel of caregivers who discussed the challenges and rewards of caregiving, what they have learned, and what advice they would give others.

In December 2023, the DEI Department hosted World AIDs Day. During this event, we screened the documentary, "Ending HIV in America." This documentary investigated whether scientists are on the approach to ending the AIDs epidemic in America 40 years after the discovery of HIV.

In December 2023, the DEI Department hosted National Homeless Person's Memorial Day. On this date, we partnered with Good Shepherd of Wilmington to share the importance of this day and how we can partner to make a difference.

In December 2023, the DEI Department hosted a winter self-care series. This series included multiple 15-minute sessions that included yoga, stretching, meditation, dancing, tai chi, deep breathing and mindfulness.

In January 2024, the DEI Department hosted a monthly self-care series. This series included multiple 15-minute sessions that included meditation, yoga, deep breathing, stretching, tai chi, qigong and walking.

In January 2024, the DEI Department hosted a Martin Luther King Jr. Day celebration. We screened "Martin Luther King's Letter from Birmingham Jail" on this date.

In January 2024, the DEI Department hosted a Holocaust Remembrance Day event. On this date, we commemorated the victims of the Holocaust, which resulted in the genocide of one-third of the Jewish people. On this date, we screened "The Last Survivors."

In February 2024, the DEI Department hosted a monthly self-care series. This series included multiple 15-minute sessions, including meditation, yoga, diaphragmatic breathing, stretching, tai chi, dance and walking.

In February 2024, the DEI Department hosted multiple events recognizing Black History Month. Events included Christopher Everett, an independent film director, producer, and curator based in Wilmington, North Carolina. Christopher shared his love for history and visual storytelling, which has led him through his career.

In February 2024, the DEI Department hosted a Black History Month Poetry Slam to celebrate and honor the culture and contributions to society. The staff of Trillium honored this date by reading and listening to the words of great Black and African American poets who have brought forth the true importance of resiliency, freedom and emancipation through their words.

In February 2024, the DEI Department hosted The Importance of Improving Care through partnerships with Minority Providers with special guests Mr. William Edwards and LaTonya Hardy with Resource Connections. Mr. Edwards and Ms. Hardy discussed how the Association and its network of providers have improved access to personal

and integrated healthcare services for all people through education, advocacy, health policy, and health equity.

In February 2024, the DEI Department hosted Health Disparities in Cancer Care with Veronica Carlisle. Ms. Carlisle is a senior UNC Lineberger Comprehensive Care Center community health educator. Ms. Carlisle examined racial differences in cancer outcomes, screening, and treatment.

In February 2024, the DEI Department hosted a Black History Month Panel Discussion. Several Trillium employees discussed celebrating Black History Month, how people can become better allies and much more on this date.

In February 2024, the DEI Department hosted Remembering Memphis with Ozell Ueal. Mr. Ueal recalled his experiences marching with Dr. Martin Luther King, Jr. at the Memphis Sanitation Strike of 1968, just days before Dr. King's assassination.

In March 2024, the DEI Department hosted a monthly self-care series. This series included multiple 15-minute sessions, including meditation, yoga, box breathing, tai chi, dance workout, walking workout, and stretching.

In March 2024, the DEI Department hosted World Prayer Day. This day is a global ecumenical movement that brings religions together of many traditions together to observe a common day of prayer each year. Through preparation and participation in the worship services, we can learn how other countries, languages and cultures understand the Biblical passages in their context.

In March 2024, the DEI Department hosted several sessions for National Developmental Disability Month. Events included a screening of the NC Council on Development Disabilities: "Unmet." This film shared the stories of individuals with unmet needs who are either on the Registry of Unmet Needs or are supposed to receive services. Additionally, we shared a National Development Disability Month Art Tour. Art therapy is a unique form of treatment and intervention for people suffering from cognitive impairment, as it channels their behaviors into a creative, expressive outlet and offers them a medium to express their feelings and thought processes better. On this date, we highlighted breathtaking artwork created by artists with cognitive disabilities.

Finally, we invited Tracey Hawkins from Thriving on the Spectrum to share the THRIVE App. The THRIVE App is an interactive and digital support tailored to the needs of the autistic and neurodivergent community.

In March 2024, the DEI Department celebrated Women's History Month. On this date, we screened "Live to Lead: Ruth Bader Ginsburg." This documentary will showcase one of her final interviews and reflect on her tireless pursuit of equality for women.

In April 2024, the DEI Department hosted a monthly self-care series. This series included multiple 15-minute sessions, including yoga, meditation, stretching, breathing exercises, an ab workout, low-impact cardio and a walking workout.

In April 2024, the DEI Department hosted Autism Acceptance Month events. Our events included screening the World of Difference episode, "Changing the LD Conversation as Your Child Grows." This episode features the Palumbo family of New York, who, from early on, have had proactive conversations with their autistic and neurotypical sons. Experts will offer tools to guide and adapt conversations about living with learning differences as the child grows. Finally, we will meet "Difference Maker" Lucas Boyce, who will share his journey from neurodivergent preemie to White House advisor. Additionally, we will present a Ted Talk Mix-up. The mix-up looked at how race affects how we perceive autism, how one spectrum condition is not the same as another, and the beautiful reality of autism. Finally, we hosted an interactive panel of guests discussing the importance of Autism Acceptance Month, including personal experiences, successes and struggles, and much more.

In April 2024, the DEI Department honored Deaf History Month. On this date, we learned about the term "Deaf Gain" and how technology has improved over the years. We wrapped up the session with a short ASL lesson to help start one's journey in learning ASL.

In April 2024, the DEI Department hosted a forum for our National Arab Heritage Month Celebration. During this session, we listened to Maysoon Zayid, an Arab-American comedian, give her hilarious Ted Talk "I Got 99 Problems." She shared her adventures as an actress, stand-up comic, philanthropist and advocate for the disabled.

In May 2024, the DEI Department hosted a monthly self-care series. This series included multiple 15-minute sessions, including live yoga with Anita, meditation, Tai Chi, meditation, a walking workout and an off-ice skating skills session with Coach Dru.

In May 2024, the DEI Department hosted the National Day of Prayer. The mission of this date was to mobilize prayer at Trillium and encourage personal repentance and righteousness in the culture. On this date, we asked employees to join us in one of two ways: join us and listen or share a prayer of their choice with their friends and colleagues.

In May 2024, the DEI Department hosted a Cinco de Mayo celebration. We invited employees to play Jeopardy to test their knowledge of history and culture.

In May 2024, the DEI Department hosted an event celebrating Malcolm X Day. During this session, we viewed "Malcolm X: An Overwhelming Influence on Black Power." This documentary gave a modern take on the revolutionary game-changer Malcolm X through the eyes of today's America.

In May 2024, the DEI Department began a new documentary series. For our first session, we screened "Banished: How Whites Drove Blacks out of Town in America." This documentary told the story of African-American landowners in the early 20th century who were denied their right to live on land they rightfully owned and how their descendants sought closure only to be rebuffed by those who claimed to want reconciliation.

In May 2024, the DEI Department hosted multiple events for Jewish-American Heritage Month. We started this month with Holocaust Survivor Dr. Zev Harel and his wife, Mrs. Bernice, from Greensboro, North Carolina. More than 80 years later, Dr. Zev Harel joined us to share his first-hand account as a survivor of the Holocaust. Additionally, we screened the PBS NC History & Documentary "Down Home: Jewish Life in North Carolina." This documentary shared the story of the Jewish community in North Carolina as the story of the state itself.

In May 2024, the DEI Department hosted several events honoring Mental Health Awareness Month. During our first event, we shared a TED Talk Mix-up and More. We learned the importance of investing in your mental health, how to retrain your brain

with self-care and completed a short meditation activity. For our second event, we shared another Ted Talk Mix-up and More. The speaker shared what she has learned in her own life, such as how to break negative thought patterns and live more freely by cultivating unconditional self-worth. We ended the session by completing a meditation for self-love and a short self-compassion exercise.

In June 2024, the DEI Department hosted a monthly self-care series. This series included multiple 15-minute sessions, including live yoga with Anita, meditation, Tai Chi, meditation, a walking workout and a motivational speech.

In June 2024, the DEI Department honored Native American Citizenship Day. On this day, we shared a Ted Talk Mix-up to explore the citizenship and voting rights of our Native American community members.

In June 2024, the DEI Department hosted a documentary series. This month, we shared "Black Enuf." This documentary examines the expanding black identity through a personal journey. The film interweaves stories from the director/writer's great-grandmother's autobiography, interviews with family and friends and their hand-drawn memories. Due to the popularity of this session, the DEI team held a second showing for employees who could not attend on the first date.

In June 2024, the DEI Department hosted an African American Music Appreciation Celebration. During this session, our team explored African American musical influences essential to our nation's treasured cultural heritage.

In June 2024, the DEI Department hosted a poetry slam to honor Juneteenth. The DEI Department requested employees of Trillium to read and listen to the words of great Black and African American poets who have brought forth the true importance of resiliency, freedom and emancipation through their words.

In June 2024, the DEI Department celebrated Immigrant Heritage Month. On this date, we shared a TED Talk Mix-up about how immigrants impacted America and the hidden life of being an immigrant.

In June 2024, the DEI Department hosted several Pride Month Festivities. Events included: Ted Talk Mix-up, LGBTQ+ Panel Discussion, LGBTQ+ Jeopardy, and LGBTQ+ Talk with Sarah Rosso. Additionally, Drury Fulcher led a Pride Month DEI

Forum focusing on HIV and AIDS awareness in LGBTQ+ and Intersectional Communities.

ERG AND DEI MONTHLY EVENTS ACTION PLAN

ERG/DEI Events	Topic	Action Plan	Priority Level (Low Medium High)	Implementation Date
ERG	Content to focus more on the work environment rather than the home environment.	Plan for more activities related to the work environment.	Low	9/1/24
ERG/DEI Events	Disclaimer Statements regarding content	Be more intentional and provide disclaimer statements to attendees before the start of the session.	High	5/29/24
ERG/DEI Events	New Topics	<p>Incorporate the suggested topics in identified ERGs.</p> <p>People with Disabilities ERG:</p> <ul style="list-style-type: none"> ○ Youth behaviors with ADHD and ways to assist ○ Silent Diseases ○ Autism/Selective Mutism <p>Health and Wellness ERG:</p> <ul style="list-style-type: none"> ○ Working and managing your 	Medium	9/1/24

ERG/DEI Events	Topic	Action Plan	Priority Level (Low Medium High)	Implementation Date
		<p>own medical conditions (ex. diabetes, high blood pressure, cancer, and etc.)</p> <ul style="list-style-type: none"> ○ Recipes ○ Cost Effective healthy recipes, snacks ○ Exercise using lighter weights ○ Silent Diseases <p>LatinX:</p> <ul style="list-style-type: none"> ○ Immigrant/immigration policies <p>ARWG:</p> <ul style="list-style-type: none"> ○ Videos on workplace microaggressions ○ Racial Inequalities <p>Parents Supporting Parents:</p> <ul style="list-style-type: none"> ○ Children leaving home due to the military or college <p>Lunch and Learn:</p> <ul style="list-style-type: none"> ○ How to save for people with a lower income 		

ERG/DEI Events	Topic	Action Plan	Priority Level (Low Medium High)	Implementation Date
		DEI Events: <ul style="list-style-type: none"> ○ Monthly LGBTQ observances ○ Native American Culture ○ Remote Work 		
ERG	New Groups	<ul style="list-style-type: none"> ○ Back to Basics ○ Friends Group ○ Singles Group ○ Native American Support Group ○ Weight Loss Challenge Group ○ Remote Work Support Group ○ Single Mother 	Low	9/1/24

