

## Equity, Diversity, & Inclusivity (EDI) Initiatives for 2025-2028

<p><b>Increase Inclusive Representation</b></p>	<ul style="list-style-type: none"> <li>• Ensure representation of diverse backgrounds, perspectives and experiences within Hilltop board, employees, and participants.</li> <li>• Recruit new hires from diverse areas</li> <li>• Identify &amp; create community partnerships to expand applicant pools and opportunities for diverse perspectives</li> <li>• Create clear career paths</li> <li>• Update recruitment processes for skills based or life experience hiring</li> </ul>
<p><b>Cultivate a Sense of Belonging</b></p>	<ul style="list-style-type: none"> <li>• Focus our attention on language and disability access</li> <li>• Provide upskilling opportunities to employees</li> <li>• Participate in community EDI initiatives</li> <li>• Remove shame/uncomfortable feelings to allow conversations to occur</li> <li>• Focus on participant experience</li> <li>• Identify how to measure sense of belonging</li> </ul>
<p><b>Offer educational opportunities to enhance inclusivity within Hilltop &amp; the Community</b></p>	<ul style="list-style-type: none"> <li>• Create &amp; upgrade EDI website</li> <li>• Develop &amp; update Hilltop employee training course</li> <li>• Enhance “learning on the job” opportunities</li> <li>• Bring learning opportunities to assisted living residents</li> <li>• Create other opportunities for EDI learning &amp; connection</li> <li>• Develop training tools for leadership to onboard and retain employees with disabilities</li> <li>• Develop training and tools for leadership to navigate behavioral health needs with teams</li> <li>• Improve Hilltopper access to Hilltop Community program services</li> </ul>
<p><b>Continue to enhance systems</b></p>	<ul style="list-style-type: none"> <li>• Regularly review of employee handbook to ensure equity in policies/procedures &amp; inclusive language access</li> <li>• Conduct annual review of benefits and wellness package to ensure equity, access, and inclusion</li> <li>• Address longevity and performance polarity &amp; processes that create this polarity</li> <li>• Create program level Inclusivity+ committees</li> <li>• Launch campaign for EDI and accessibility tools</li> <li>• Address change management processes to enhance training skills that are needed for change adaptation</li> <li>• Incorporate accessibility processes/technology in Hilltop events</li> <li>• Review and continuously update wage equity processes</li> <li>• Understand measurements for EDI &amp; create a dashboard</li> </ul>