



July 23, 2024

Gerhard Watzinger
Chairman of the Board
George Kurtz
Chief Executive Officer and Founder
CrowdStrike Holdings, Inc.
206 E. 9th Street, Suite 1400
Austin, Texas 78701

Dear Mr. Watzinger and Mr. Kurtz:

We write to you in your respective capacities as Founder and Chairman of the Board and as Chief Executive Officer and Director, respectively, of CrowdStrike Holdings, Inc. (“CrowdStrike,” the “Company”). As detailed below, your management is engaging in patent and overt violations of federal civil rights laws. As you should know, workplace anti-discrimination mandates are an essential and mission-critical regulatory compliance risk. You and the Board (jointly “you”), among your other fiduciary obligations, have a duty of oversight and must put in place a reasonable board-level system of compliance monitoring and reporting relating to these mandates.¹

CrowdStrike is a publicly traded company incorporated under the laws of the State of Delaware, with its principal executive offices located at 206 E. 9th Street, Suite 1400 Austin, Texas 78701.²

You have failed to discharge your duties to create shareholder value and ensure the Company complies with applicable laws. The Company has unambiguously emphasized diversity, equity, and inclusion at the expense of shareholder value. Further, the Company has infused its hiring, promotion, and recruitment practices with unlawful racial considerations. This conduct indicates that the Company lacks effective internal controls and suggests an inappropriate disregard of your fiduciary duties to CrowdStrike and its shareholders.

¹ See *Marchand v. Barnhill*, 212 A.3d 805, 824 (Del. 2019); *In re Clovis Oncology, Inc. Derivative Litig.*, No. CV 2017-0222-JRS, 2019 WL 4850188, at *12 (Del. Ch. Oct. 1, 2019).

² CrowdStrike Holdings, Inc., Form 10-K (Mar. 7, 2024) (available at <https://tinyurl.com/3f26xn9t>) [hereinafter *Form 10-K*].

I. The Company’s race, color, and sex obsession is unlawful.

Title VII of the Civil Rights Act of 1964 makes unlawful the use of race, color, religion, sex, or national origin as a motivating factor in employment practices.³

CrowdStrike represents to shareholders, investors, and the public that it has and will continue limiting, segregating, or classifying employees or applicants for employment in ways that would deprive, or tend to deprive, white and/or male individuals of employment, training, or promotions because of their race, color, or sex.

CrowdStrike acknowledges that “litigation can have an adverse impact on our business because of defense and settlement costs, diversion of management resources, and other factors.”⁴ It further states that such “proceedings could also result in reputational harm, sanctions, consent decrees, or orders requiring a change in our business practices.”⁵ CrowdStrike specifically lists “extraordinary expenses such as litigation or other dispute-related settlement payments or outcomes” and “negative media coverage or publicity” among “factors, many of which are outside of our control and may be difficult to predict” that “could cause our results of operations to fall below expectations.”⁶ CrowdStrike also states “[d]amage to our reputation or reduced demand for our products may adversely impact our business, financial condition, or results of operations.”⁷ Despite these acknowledgments, the Company is knowingly engaging in unlawful employment practices and divisive DEI initiatives.

Unfair employment practices create litigation and regulatory risk. Nevertheless, CrowdStrike knowingly and intentionally discriminates concerning compensation, terms, conditions, or privileges of employment because of race, color, and sex in violation of 42 U.S.C. § 2000e-2(a)(1), (d).

CrowdStrike’s website, and other interviews with its executives available online, indicate that prohibited characteristics may be motivating employment decisions. For example:

- CrowdStrike’s website has a specific webpage highlighting “CrowdStrike’s commitment to diversity, equity and inclusion.”⁸

³ 42 U.S.C. § 2000e-2(m).

⁴ Form 10-K at 57; *see also* Form 10-K at 109.

⁵ *Id.* at 44.

⁶ *Id.* at 31.

⁷ *Id.* at 55. These risks are noted in the context of CrowdStrike’s environmental, social and governance (ESG) initiatives and disclosures.

⁸ *Diversity, Equity & Inclusion at CrowdStrike*, Careers, CROWDSTRIKE, <https://tinyurl.com/4c544chp> (last visited July 19, 2024).

- Under the header “Building a balanced workforce,” the website states that CrowdStrike has a “commitment to building a diverse workforce” and “champion[s] inclusive recruitment initiatives.”⁹
- As part of “Building a balanced workforce,” CrowdStrike specifically mentions that its diversity-motivated initiatives include “employee resource groups, internal development programs, allyship training, speaker series, networking opportunities, and more ... empower[ing CrowdStrike] to come together to **create a workplace that reflects the diverse communities around us.**”¹⁰
- A quote on this website from CrowdStrike’s Chief Human Resources Officer, J.C. Herrera, states that he “believe[s] a **diverse and equitable organization is key to our success** and we have a deep commitment to listening and learning to become a stronger, **more inclusive organization** where our people feel a sense of belonging. In fact, innovating through inclusion is a big part of our values at CrowdStrike.”¹¹
- CrowdStrike mentions that it runs a program called the “Women of CrowdStrike Mentorship Program,” which appears to provide mentorship opportunities on the basis of sex.¹² No such program exists for the mentorship of male employees.
- In addition, CrowdStrike’s then-Global Lead of Diversity, Equity, and Inclusion, Sheree Haggan, stated in an interview last year that the employee resource group for Black employees, “Team BELIEVE,” which stands for “Black Employees Leading in Inclusion, Excellence, Vision, and Education” has a “mission to cultivate an inclusive and progressive atmosphere that **promotes Black diversity, culture, and advancement,** Team BELIEVE’s cross-company engagement runs deep.”¹³

CrowdStrike’s filings with the Security and Exchange Commission also indicate that it is engaging in unlawful discrimination in violation of the Civil Rights Act of 1964. For example:

⁹ *Id.*

¹⁰ *Id.* (Emphasis added).

¹¹ *Id.* (Emphasis added).

¹² *Debunking 3 Myths of Mentorship, Careers*, CROWDSTRIKE, <https://tinyurl.com/2s4z7fep> (last visited July 19, 2024).

¹³ Parker Pell, *How Resistance Shapes DEI&B Initiatives: Insights from CrowdStrike’s Sheree Haggan*, ABODE (Apr. 6, 2023) (emphasis added), <https://tinyurl.com/yr4w5p7k>.

- CrowdStrike openly states that “diversity” includes diversity of “gender, race, [and] ethnicity.”¹⁴ Accordingly, CrowdStrike uses this definition of diversity to describe that it unlawfully considers gender, race, and ethnicity, among other factors, when evaluating nominees to its board of directors.¹⁵
- To track its director diversity, CrowdStrike’s Proxy Statement includes a “Board Diversity Matrix” that tracks the sex, gender identity, race, and ethnicity of its current directors.¹⁶
- CrowdStrike describes that its nine employee resource groups not only provide training on divisive topics like implicit bias, but they also create “networking opportunities.”¹⁷ These employee resource groups are based on employees race and sex; the groups are Women of CrowdStrike, Veterans of CrowdStrike, Pride Team (LGBTQ), Green Team (Sustainability), Team BELIEVE (Black employees), AbilityStrikers (Cognitive and physical disabilities), Comunidad (Latine and Hispanic employees), Embracing Equity, and Mazel (Jewish community).¹⁸ These employee resource groups provide member employees “opportunities for talent development.”¹⁹ No such groups exist for employees who are not members of those defined demographics.
- CrowdStrike also states that “[s]etting a diverse workforce up for success requires a commitment to the practices of inclusion in everything that we do.”²⁰

II. These programs create legal and reputational risk and threaten to waste corporate assets.

Title VII targets and declares unlawful employment practices that treat a person worse because of race, color, religion, sex, or national origin. That “worse” treatment need not be “significant” and must pertain to—must be “with respect to”—employment “terms [or] conditions.” 42 U.S.C. § 2000e–2(a)(1). The “terms or conditions phrase is not used in the narrow contractual sense; it covers more than the economic or tangible.”²¹

¹⁴ CrowdStrike Holdings, Inc., Proxy Statement Pursuant to Section 14(a) of the Securities Exchange Act of 1934 at 16 (May 6, 2024) (available at <https://tinyurl.com/44n8rpnr>) [hereinafter *Proxy Statement*].

¹⁵ *Id.*

¹⁶ *Id.* at 6.

¹⁷ *Id.* at 18.

¹⁸ Form 10-K at 19-20.

¹⁹ Form 10-K at 20.

²⁰ Form 10-K at 19.

²¹ *Muldrow v. City of St. Louis*, 601 U.S. ____ (2024) (cleaned up); *Bostock v. Clayton County*, 590 U. S. 644, 658, 681 (2020).

CrowdStrike repeatedly admits that considerations of race, color, national origin, and sex play a motivating factor in the Company’s employment practices.²² Yet these considerations, purportedly embedded in the Company’s culture and day-to-day operations, are patently illegal. *See* 42 U.S.C. §§ 2000e-2(a), (d).²³ The law is that an unlawful employment practice is established when the evidence demonstrates that race, color, religion, sex, or national origin is a motivating factor for an employer. 42 U.S.C. § 2000e-2(m).

The Company’s self-described, ongoing employment practices are patently unlawful, deeply harmful, and immoral.²⁴ Discrimination based on immutable characteristics such as race, color, national origin, or sex “generates a feeling of inferiority as to their status in the community that may affect their hearts and minds in a way unlikely to ever be undone.”²⁵ Decades of case law hold that — no matter how well-intentioned — policies that seek to impose racial balancing are prohibited.²⁶ More broadly, the discrimination highlighted in this case necessarily foments contention and resentment; it is “odious and destructive.”²⁷ It truly “is a sordid business, this divvying us up” by race or sex.²⁸

The Board owes the Company’s shareholders duties of good faith, care, loyalty, and disclosure.²⁹ It may not irrationally squander assets, and it must act with a rational business purpose.³⁰ And it may not waste corporate assets. By intentionally engaging in the above conduct, CrowdStrike is knowingly risking shareholder value, violating the Board’s fiduciary duty.

III. Section 220 discovery would be appropriate in this case

Section 220 of the Delaware General Corporation Law provides stockholders with a qualified right to inspect corporate books and records.³¹ To obtain inspection, a stockholder must satisfy the statute’s form and manner requirements. The stockholder must also prove, by a preponderance of the evidence, a proper purpose entitling the stockholder to an inspection of every item sought. The stockholder “bears

²² For instance, Sheree Haggan’s interview, *supra* note 13, reflects direct evidence that race will be a factor in “advancement”.

²³ *See, e.g.*, *United Steelworkers of Am. v. Weber*, 443 U.S. 193, 208 (1979); *Johnson v. Transp. Agency*, 480 U.S. 616, 621-641 (1987); *see also* *Bostock, supra* note 29, at 644.

²⁴ *Bob Jones Univ. v. United States*, 461 U.S. 574, 593 (1983) (“racial discrimination in education violates a most fundamental national public policy, as well as rights of individuals”).

²⁵ *Brown v. Bd. of Education*, 347 U.S. 484, 494 (1954).

²⁶ *See, e.g.*, *United Steelworkers, supra* note 31, at 208; *Johnson, supra* note 31, at 621-641; *see also* *Bostock, supra* note 29, at 650.

²⁷ *Texas v. Johnson*, 491 U.S. 397, 418 (1989).

²⁸ *League of United Latin Am. Citizens v. Perry*, 548 U.S. 399, 511 (2006) (Roberts, C.J., concurring in part).

²⁹ *In re Caremark Int’l Inc. Derivative Litig.*, 698 A.2d 959, 967 (Del. Ch. 1996).

³⁰ *In re Walt Disney Co. Derivative Litig.*, 906 A.2d 27, 74 (Del. 2006).

³¹ 8 Del. C. § 220(b).

the burden of proving that each category of books and records is essential to accomplishment of the stockholder's articulated purpose for the inspection.”³²

Delaware courts strongly encourage stockholder-plaintiffs to utilize Section 220 before filing a derivative action to satisfy the heightened demand futility pleading requirements of Court of Chancery Rule 23.1. By first prosecuting a Section 220 action to inspect books and records, the stockholder-plaintiff may be able to uncover particularized facts that would establish demand excusal in a subsequent derivative suit.³³ There is no shortage of proper purposes under Delaware law, provided that the purpose asserted by the stockholder is intended to “further the interest of all stockholders and should increase stockholder return.”³⁴ It is well established that a stockholder’s desire to investigate wrongdoing or mismanagement is a “proper purpose,” as is investigating the possibility of pursuing a derivative action based on perceived wrongdoing by a corporation’s officers or directors.³⁵

A stockholder seeking to investigate wrongdoing must show, by a preponderance of the evidence, a credible basis from which the court can infer that there is possible mismanagement that would warrant further investigation. This burden, the lowest standard of proof in law, requires only some evidence to suggest a credible basis for wrongdoing.³⁶ Here, there is substantial credible evidence of wrongdoing. The Board’s encouragement of and/or failure to prevent systemic civil rights violations and its disregard for its duty of loyalty to stockholders, are all precisely the sort of mismanagement for which a Section 220 books and records demand would be appropriate.

IV. Demands for compliance.

To prevent the waste of CrowdStrike’s assets; to repair and safeguard the Company’s brand, goodwill, and reputation among its core customers; to protect CrowdStrike’s shareholders; and in fulfillment of your fiduciary duty to ensure CrowdStrike’s compliance with civil rights laws, we demand that you and the Board immediately take the following steps:

³² *Thomas & Betts Corp. v. Leviton Mfg. Co.*, 681 A.2d 1026, 1034 (Del. 1996).

³³ *Paul v. China MediaExpress Holdings, Inc.*, No. CIV.A. 6570-VCP, 2012 WL 28818, at *5 (Del. Ch. Jan. 5, 2012) (citation omitted).

³⁴ *Seinfeld v. Verizon Commc’ns, Inc.*, 909 A.2d 117, 121 (Del. 2006).

³⁵ *Norfolk Cnty. Ret. Sys. v. Jos. A. Bank Clothiers, Inc.*, No. CIV.A. 3443-VCP, 2009 WL 353746, at *6 (Del. Ch. Feb. 12, 2009), *aff’d*, 977 A.2d 899 (Del. 2009).

³⁶ *Haque v. Tesla Motors, Inc.*, No. CV 12651-VCS, 2017 WL 448594, at *4 (Del. Ch. Feb. 2, 2017) (describing that the “credible basis” standard sets “the lowest possible burden of proof” and “may be satisfied by a credible showing, through documents, logic, testimony or otherwise, that there are legitimate issues of wrongdoing”).

1. Retain an independent counsel for a full investigation of and a report on the events and circumstances behind management's decision, as described on CrowdStrike's Form 10-K describing its commitment to considering "gender, race, [and] ethnicity"³⁷ when evaluating nominees to the Board. In addition, the independent counsel should investigate CrowdStrike's practices related to employment, training, promotion, and benefits based on employees' race, national origin, and sex and the withholding of these opportunities and benefits from employees and candidates of disfavored groups. The independent counsel should also investigate whether the Board evaluated the cost of losing or not promoting more talented or experienced employees and candidates because they were of the wrong sex or race. To avoid the expense and disruption of litigation enforcing CrowdStrike's disclosure obligations under the Private Securities Litigation Reform Act of 1995, the investigation should include a full disclosure by the Board of all of management's contemporaneous emails and other communications on this topic to CrowdStrike's employees and shareholders and all communications to or from CrowdStrike's General Counsel regarding this matter. CrowdStrike should promptly and transparently publish all studies and analytic data that it possesses about the effect of these policies.
2. Compel CrowdStrike to immediately (a) to cease all employment practices that discriminate based on race, color, sex, or national origin or that are designed to "match the combined demographics" of any racial or other group; (b) to cease and desist from making any statements or representations promoting or promising employment outcomes based on race, color, sex, or national origin; and (c) to retain an independent counsel to conduct a compliance audit of CrowdStrike's hiring, promotion, recruitment, and purchasing practices to ensure that they comply with federal civil rights laws. Again, to avoid the expense and disruption of litigation enforcing CrowdStrike's disclosure obligations under the Private Securities Litigation Reform Act of 1995, the compliance audit and all relevant emails and other management communications regarding the racial balancing and other prohibited hiring and contracting practices described in CrowdStrike's 10-K and Proxy Statement should be made promptly and fully available.
3. In anticipation of litigation, direct CrowdStrike to preserve all records relevant to the issues and concerns noted above, including but not limited to paper records and electronic information, including email, electronic calendars, financial spreadsheets, PDF documents, Word documents, and all other information created and stored digitally. This list is intended to give examples of the types of records you should retain. It is not exhaustive. Thank you in advance for your cooperation.

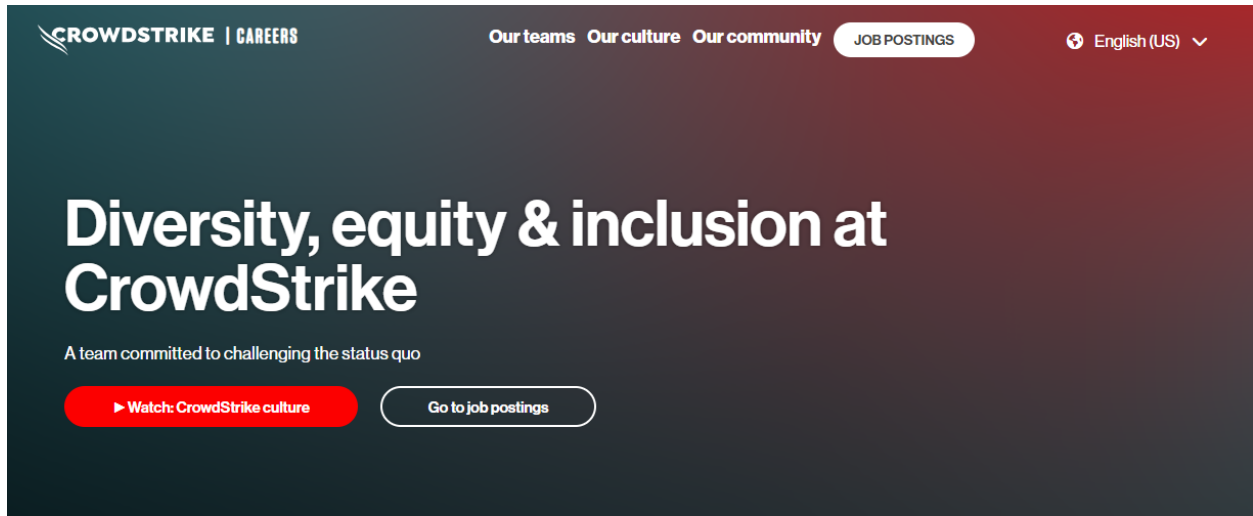
³⁷ Proxy Statement at 16.

Thank you in advance for your cooperation.

Sincerely,
/s/ Will Scolinos
America First Legal Foundation

Cc: Roxanne Austin, President and CEO, Austin Investment Advisors
Cary Davis, Managing Director, Warburg Pincus
Johanna Flower, Director
Sameer Gandhi, Partner, Accel
Denis O'Leary, Private Investor
Laura Schumacher, Former Chief Legal Officer of AbbVie
Godfrey Sullivan, Former Member of the Board of Directors of Splunk Inc.

APPENDIX



CrowdStrike's commitment to diversity, equity and inclusion

At CrowdStrike, we are committed to fostering a culture of belonging where everyone feels seen, heard, valued for who they are and empowered to succeed. Our approach to cultivating a diverse, equitable, and inclusive culture is rooted in listening, learning and collective action. By embracing the diversity of our people, we achieve our best work and fuel innovation - generating the best possible outcomes for our customers and the communities they serve.

Mindful approach

Creating an experience that feels accessible and relevant to everyone.

Dedicated focus

Promoting inclusion, reducing bias and increasing cultural competency.

Conscious action

Committed to the practices of inclusion in everything we do.

Building a balanced workforce

We strive to create an environment where everyone feels seen, heard, and empowered to succeed. As part of our commitment to building a diverse workforce, we champion inclusive recruitment initiatives like our Return to Work Program, which values the diverse skills people acquire in many contexts. Through employee resource groups, internal development programs, allyship training, speaker series, networking opportunities, and more we are empowered to come together to create a workplace that reflects the diverse communities around us.



Inclusion and belonging

A diverse, equitable, and inclusive culture fuels creative excellence and innovation, helping people achieve their best work. We encourage a culture of openness that welcomes dialogue about varying diversity, equity and inclusion topics so our people can be themselves. We provide tools that help us come together to celebrate a common cause, raise awareness around issues that affect all of us, and learn to actively and mindfully involve everyone's ideas, perspectives, experiences and approaches.

[Join us at CrowdStrike](#)

"We believe a diverse and equitable organization is key to our success and we have a deep commitment to listening and learning to become a stronger, more inclusive organization where our people feel a sense of belonging. In fact, innovating through inclusion is a big part of our values at CrowdStrike."

- J.C. HERRERA, Chief Human Resources Officer



Considerations in Evaluating Director Nominees

Our Nominating and Corporate Governance Committee uses a variety of methods to identify and evaluate director nominees. In its evaluation of director candidates, our Nominating and Corporate Governance Committee considers the current size and composition, organization, and governance of our Board and the needs of our Board and the respective committees of our Board. Some of the qualifications that our Nominating and Corporate Governance Committee considers include, without limitation, issues of character, integrity, judgment, business experience, and diversity, and with respect to diversity, such factors as gender, race, ethnicity, differences in professional background, education, skill and other individual qualities and attributes that contribute to the total mix of viewpoints and experience represented on the Board, potential conflicts of interest and other commitments. Nominees must also have the highest personal and professional ethics and the ability to offer advice and guidance to our Chief Executive Officer and other members of management based on proven achievement and leadership in the companies or institutions with which they are affiliated. Director candidates must understand the fiduciary responsibilities that are required of a member of our Board and have sufficient time available in the judgment of our Nominating and Corporate Governance Committee to perform all Board and committee responsibilities. Members of our Board are expected to prepare for, attend, and participate in all Board and applicable committee meetings. Our Nominating and Corporate Governance Committee may also consider such other factors as it may deem, from time to time, are in our and our stockholders' best interests.

Diversity, Equity and Inclusion

We are committed to fostering a work environment and culture where employees are able to be their best selves, be productive and be empowered to succeed. We believe a diverse, equitable, and inclusive culture fuels creativity and innovation and promotes an environment where people can do their best work. Over the past few years, we have implemented and built upon a number of initiatives to celebrate differences and to foster inclusivity, including supporting nine employee resource groups and affiliate groups, providing resources and championing training on inclusion, understanding bias, and increased cultural competence while creating networking opportunities for all to come together to collaborate, build community and create opportunities for development.

By prioritizing diversity, equity and inclusion within our mission and core values, we strive to improve the way we operate as a global company, not only as an employer but also among our suppliers and community. CrowdStrike is proud to partner with small businesses including companies owned by LGBT*, veterans and women.

Diversity, Equity, and Inclusion

A diverse, equitable, and inclusive culture fuels creative excellence and innovation, helping people achieve their best work. We continue to strive to advance our efforts to build an equitable workplace and formally establish it as part of CrowdStrike's mission and organization.

We strive to create an environment where everyone feels seen, heard, and empowered to succeed. Through employee resource groups, internal training and development programs, allyship training, speaker series, and networking opportunities, we are empowered to come together to create a workplace that reflects the diverse communities around us.

Setting a diverse workforce up for success requires a commitment to the practices of inclusion in everything we do. What a practice of inclusion means to us is that we are creating an environment and providing tools that help our people understand how to actively involve every employee's ideas, knowledge, perspectives, approaches, and styles and how to engage all of our people via a mindful approach to organizational design and experiences that feels accessible and relevant to everyone.

Employee Resource Groups

Employee Resource Groups are an integral component of our commitment to foster community, promote a sense of belonging, facilitate organizational change, and drive a greater understanding of the diversity of perspectives we have across CrowdStrike. In addition to the Embracing Equity majority ally group, we have nine official Employee Resource Groups and Affiliate Groups, and we anticipate additional groups in the future:

- Women of CrowdStrike
- Veterans of CrowdStrike
- Pride Team (LGBTQ)

- Green Team (Sustainability)
- Team BELIEVE (Black employees)
- AbilityStrikers (Cognitive and physical disabilities)
- Comunidad (Latine and Hispanic employees)
- Embracing Equity
- Mazel (Jewish community)

Our Employee Resource Groups are employee led, self-directed, voluntary groups that align with our organizational mission, values, and goals that offer opportunities for groups to network, recommend business initiatives and process improvements, increase organizational awareness and allyship, and create opportunities for talent development. Employees who join an Employee Resource Group can:

Nominees for Director and Continuing Directors

The brief biographies below include information, as of the date of this Proxy Statement, regarding the specific and particular experience, qualifications, attributes or skills of the nominees for director. In addition, following the biographies of the nominees are the biographies of Class I and Class III directors containing information regarding each director continuing to serve on the Board.

Our directors self-identify as set forth in the table below:

Board Diversity Matrix				
Total Number of Directors:	2024 (as of February 23, 2024)			
	9			
	Female	Male	Non-Binary	Did Not Disclose Gender
Directors	3	6	-	-
Number of Directors Who Identify in Any of the Categories Below:				
African American or Black	-	-	-	-
Alaskan Native or Native American	-	-	-	-
Asian	-	1	-	-
Hispanic or Latinx	-	-	-	-
Native Hawaiian or Pacific Islander	-	-	-	-
White	3	5	-	-
Two or More Races or Ethnicities	-	-	-	-
LGBTQ+	1			
Did Not Disclose Demographic Background	-			

To see our Board Diversity Matrix as of February 28, 2023, please see the proxy statement filed with the Securities and Exchange Commission (the "SEC") on May 5, 2023.

Diversity, Equity, and Inclusion

A diverse, equitable, and inclusive culture fuels creative excellence and innovation, helping people achieve their best work. We continue to strive to advance our efforts to build an equitable workplace and formally establish it as part of CrowdStrike's mission and organization.

We strive to create an environment where everyone feels seen, heard, and empowered to succeed. Through employee resource groups, internal training and development programs, allyship training, speaker series, and networking opportunities, we are empowered to come together to create a workplace that reflects the diverse communities around us.

Setting a **diverse workforce** up for success requires a commitment to the practices of inclusion in everything we do. What a practice of inclusion means to us is that we are creating an environment and providing tools that help our people understand how to actively involve every employee's ideas, knowledge, perspectives, approaches, and styles and how to engage all of our people via a mindful approach to organizational design and experiences that feels accessible and relevant to everyone.

Our Employee Resource Groups are employee led, self-directed, voluntary groups that align with our organizational mission, values, and goals that offer opportunities for groups to network, recommend business initiatives and process improvements, increase organizational awareness and allyship, and **create opportunities for talent development**. Employees who join an Employee Resource Group can:

- Network and build community with people with similar interests, life circumstances or backgrounds.
- Serve as champions for inclusion and belonging at CrowdStrike and help identify opportunities for us to become more inclusive.
- Identify initiatives and best practices throughout the organization and make recommendations to the business to help spark and facilitate change.