

crystal  $\Sigma$  quation

2025-2027 Strategic Plan:  
Embracing Inclusion & Promoting  
Diversity

[www.crystalequation.com](http://www.crystalequation.com)



# Inclusion & Diversity Mission Statement

At Crystal Equation, we empower people and advance technology initiatives by building trust. We embrace diversity while promoting inclusive practices in order to foster a strong culture of teamwork and innovation.



# Inclusion & Diversity Definitions



## Diversity

The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.



## Inclusion

The practice or policy of providing equal access to opportunities and resources for people.



# Purpose and Goals Of the Plan

## Purpose

Following is a three-year strategic plan to help achieve our inclusion and diversity goals. The plan provides a shared direction and commitment toward promoting a diverse workforce and building a more inclusive workplace, while ensuring fairness, sustainability and accountability.

The plan comprises of four key goals and identifies the priorities and actions to be taken over the next three years. It outlines the key roles and responsibilities and how we will track progress and measure success.

## Goals

1

### **Workforce diversity**

Recruit from a diverse, qualified group of candidates to increase diverse backgrounds, thoughts and perspectives

2

### **Workplace inclusion**

Foster a culture that encourages collaboration, flexibility and fairness to empower all employees in an inclusive environment

3

### **Sustainability**

Identify and break down systemic barriers to full inclusion by embedding a focus on diversity and inclusion into policies and practices

4

### **Communication**

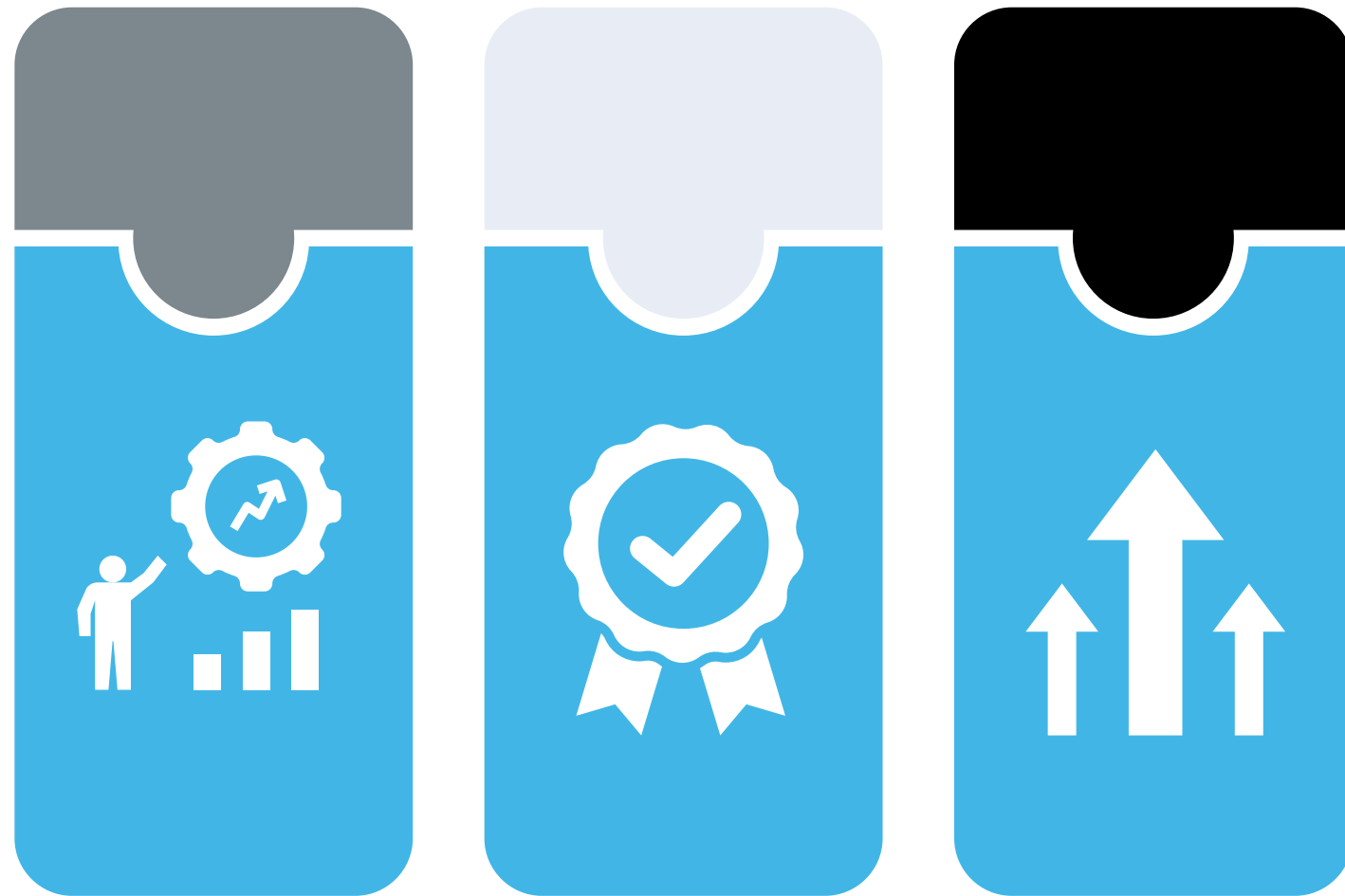
Communicate the importance of diversity & inclusion at Crystal Equation to existing and potential employees and clients.

# Employee Rights and Responsibilities

- All employees have the responsibility to maintain an environment that is safe, respectful and productive.
- Everyone has the right to be treated fairly within the workplace in an environment that recognizes and accepts diverse backgrounds, thoughts and opinions.
- Staff will adhere to the Crystal Equation Inclusion and Diversity Policy, comply with workplace diversity and inclusion activities and opportunities, and all anti-discrimination and workplace legislation.
- Managers and supervisors will contribute by displaying a positive commitment to workplace inclusion, being role models, fostering an inclusive workplace culture, dealing quickly and effectively with inappropriate behavior and participating in training and encouraging team members to attend.
- The success of the Strategic Plan is dependent upon the support of everyone in each department. Everyone has a responsibility for contributing to a culture which supports and values inclusion and diversity.



# Evaluation Of the Plan



## Evaluation Methodology

The effectiveness and achievement of our goals for inclusion and diversity will be reviewed and reported on quarterly. The report will be provided to the CEO and the management team. The review will focus on the implementation of the actions, the progress made and successes. It will also identify any adjustments required to improve effectiveness.

### Assessment

A qualitative assessment of progress or achievement of the actions

### Feedback

Staff feedback on inclusion and diversity initiatives

### Suggestions

Staff suggestions for future inclusion and diversity initiatives

### Development

The outcome of the evaluation and review of quarterly reports will guide the development of further action plans

# Goal: Workforce Diversity

<u>Goals</u>	<u>Objective</u>	<u>Actions</u>	<u>Accountability</u>	<u>By When</u>	<u>Measuring Success</u>	<u>Successes</u>
Workforce Diversity	Recruit from a diverse, qualified group of candidates to increase diversity of backgrounds, thoughts and perspectives	Advertise roles in a range of media platforms	Marketing	Ongoing	Roles advertised in at least 4 different media platforms	
		Build relationships with diverse Universities/ Colleges and Diversity and Inclusion Departments	Recruitment	Ongoing	Build relationships with 8-10 diverse colleges (HBCU's and colleges with diverse enrollment) throughout each year	

# Goal: Workplace Inclusion

<u>Goals</u>	<u>Objective</u>	<u>Actions</u>	<u>Accountability</u>	<u>By When</u>	<u>Measuring Success</u>	<u>Successes</u>
Workplace Inclusion	Foster a culture that encourages collaboration, flexibility and fairness to empower all employees in an inclusive environment	Implement ongoing Diversity & Inclusion training model for all employees (examples: Workforce Diversity, Harmful Behaviors, IDEA Committee Resources training, Micro-aggressions, Unconscious Bias, Hiring Practices, Being Proactive in the Community, etc.)	Marketing/ Human Resources	Annually	D & I trainings held annually	



# Goal: Workplace Inclusion- Continued

Goals	Objective	Actions	Accountability	By When	Measuring Success	Successes
Workplace Inclusion	Foster a culture that encourages collaboration, flexibility and fairness to empower all employees in an inclusive environment	Implement resource library that enhance staff awareness of inclusion and diversity topics	Marketing	Quarterly	Resource library implemented and updated with at least 1 new resource per quarter	

# Goal: Sustainability and Accountability

Goals	Objective	Actions	Accountability	By When	Measuring Success	Successes
Sustainability and Accountability	Identify and breakdown systemic barriers to full inclusion by embedding a focus on diversity and inclusion into policies and practices	Ensure policies and practices are reviewed to identify and remove systemic barriers to inclusion	Human Resources	Annual	All policies and practices are reviewed and updated	
		Review Inclusion and Diversity Policy and update as necessary	Marketing/Human Resources	Annual	Review policy and update as necessary	

# Goal: Communication

Goals	Objective	Actions	Accountability	By When	Measuring Success	Successes
Communication	Communicate diversity & inclusion strategy, trainings, success stories, progress, CEO testimonial/commitment, awards/recognition, and key days of significance	Communicate D & I through direct e-mails, newsletter, website, printed and online materials to existing and potential employees	Marketing	Ongoing	Communications on diversity and inclusion efforts are included in channels mentioned in the Actions section.	
		Communicate inclusion and diversity through direct e-mails, website, printed and online materials to existing and potential clients	Marketing	Ongoing	Communications on diversity and inclusion efforts are included in channels mentioned in the Actions section.	
		Develop a system to recognize diverse holidays and communicate to staff	Marketing	Ongoing	A system for recognizing diverse holidays is implemented and communicated to staff	



# Leadership Team

- **Christine Terman, President & CEO:**
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# Find out more!

Visit us online at [www.crystalequation.com/diversity](http://www.crystalequation.com/diversity) for more information regarding our initiatives!

Chicago, US

Australia

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Poland

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