



Accountability Report – December 3, 2021

For this quarter's Accountability Report, we are sharing a Summary of the Results of the Company Culture Survey conducted by Authentic Arts. The Board discussed the findings in the Report at the October Board meeting. This Report will continue to inform company operations moving forward.

The Board's Anti-Racism Committee changed its name to the J.E.D.I. Committee – Justice, Equity, Diversity, and Inclusion. The Committee provided Bystander Intervention Training to the board and staff at the Annual Board Retreat. In response to the Company Culture Report, the Committee, which includes both Board and staff members, is working on revising the company's complaint policy to encourage future reporting of concerns from all members of our community, to try to ensure that there is clarity about multiple channels for reporting, how reports will be handled, and that people will feel empowered to make reports.