

# Vault DEI Scorecard

July 2021 - December 2022



Nearly three years into its dedicated Diversity, Equity and Inclusion (DEI) initiative, Vault continues to work towards a more diverse workforce and foster an agency culture of equality and belonging. Leading with our core values of Heart, Hunger, Curiosity and Excellence, Vault is committed to listening, learning and acting to support marginalized groups.

## Training Subcommittee

The Training Subcommittee coordinated a large-scale training on incarceration and re-entry in March 2022 with Why Not Prosper? and continued to educate staff on various DEI-related topics, recognition days and holidays. The subcommittee shared resources and reading materials to further support agency learning and sparked internal conversations via an agency-wide Teams channel.

**Goal:** Provide DEI training resources for all staff

**Assessment:** **ACCOMPLISHED** ONGOING NOT MET

Vault's DEI Committee identified several short-term goals and worked together with agency leadership to achieve them. These include:

- Provide DEI training resources for all staff
- Measure and report committee progress for accountability and transparency
- Increase quantity and quality of DEI-related discussions through the DEI Media Club
- Support businesses led by BIPOC business owners and entrepreneurs, with priority on those with HQs in the Greater Philadelphia region

### Participation Stats:

- **1,643** total hours spent on DEI and Legacy Entrepreneur Advancement Project (LEAP) initiatives
- **30%** of staff currently serve on a DEI subcommittee



### Immersive training measures

- 112 agency hours invested in Why Not Prosper training, educating staff on difficulties women exiting the criminal justice system face



### Monthly overview of cultural events, observances and charity opportunities



### Attendance:

**Why Not Prosper Training** | 45 (Mandatory)

## Testimonials From Staff About Why Not Prosper Training

“

**As communicators, it's important for us to understand the lived experiences of others.**

“

**I see the struggles these women face, and it will make me look at incarceration very differently.**

“

**It helped me have a wider view, which is essential when working with people from a variety of different backgrounds.**

“

**This experience has really changed my outlook on how re-entering life is more of a challenge than I would have imagined.**

## Survey/Self-Assessment Subcommittee

The Survey/Self-Assessment Subcommittee led discussions and developed recommendations for measuring progress against the agency's DEI goals. The subcommittee also kept a pulse on DEI perception and engagement among staff and maintained membership in the Diversity Action Alliance, a coalition of PR and communications leaders joining forces to accelerate progress across the industry.

**Goal:** Measure and report committee progress for accountability and transparency

**Assessment:** **ACCOMPLISHED** ONGOING NOT MET



Played a role in Vault's new website by:

- Reviewing content with a DEI lens to ensure the use of inclusive language
- Providing an overview of Vault's DEI Committee and overall culture



Deployed 3 surveys and shared results with staff

**DEI Attitudes Survey | December 2021**

45 responses | 87% response rate

**Key learnings from staff:**

- Feelings of belonging have shifted with the changing workforce landscape
- Employees see the value in DEI training and resources across topics

**Staff Demographics Survey | January 2022**

44 responses | 85% response rate

**DEI Attitudes Survey | December 2022**

43 responses | 78% response rate

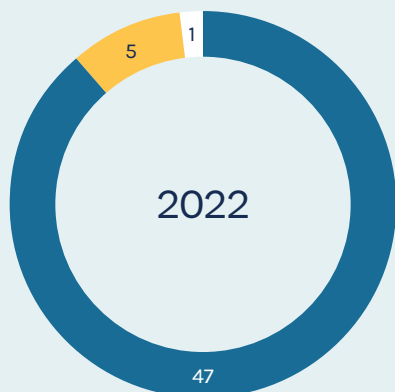
**Key learnings from staff:**

- Most employees feel that Vault communicates information about its diversity goals
- More than half of employees think Vault needs to do a better job of hiring employees from diverse backgrounds
- Most employees are interested in learning more about gender identity and neurodiversity in the workplace
- There is an opportunity to improve employees' understanding of discrimination and harassment policies

## Demographics

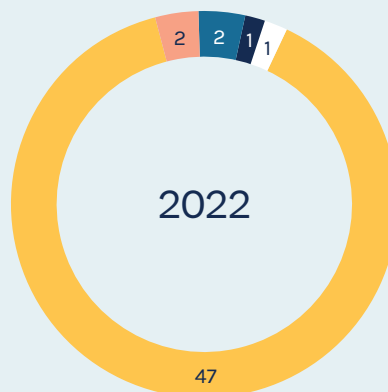
### Gender Breakdown of Employees

● Women ● Men ● Prefer not to respond



### Ethnic/Racial Breakdown of Employees

● Black or African American ● Two or more races  
● Hispanic or Latino ● White  
● Decline to answer



## DEI Media Club Subcommittee

The DEI Media Club continued to be an outlet for sharing DEI stories and perspectives through a variety of topics and media. Through honest, thoughtful and respectful conversations, participants connected with colleagues and shared different points of view in a safe space. The subcommittee intentionally focused on accessibility with media selections, opting for shorter pieces of content and different media types, such as podcasts, documentaries, TV shows, movies and articles.

**Goal:** Increase quantity and quality of DEI-related discussions within the DEI Media Club

**Assessment:** **ACCOMPLISHED** ONGOING NOT MET



**2022 Total Amount of Content |** 447 minutes



## Media Selections for Discussion:

- Nailed It (Documentary - 58 min)
- Members of Whose Tribe? (Podcast - 31 min)
- Stonewall Forever - A Documentary About the Past, Present, and Future of Pride (Documentary - 21 min)
- The Impact of Caribbean Culture on America (Panel - 64 min)
- Nonbinary Resources (Reading List - 30 min)
- Frederick Douglass Biographer Traces the Rise of a Legendary Abolitionist and Orator (Podcast - 30 min)
- The Last Kalinga Tattoo Artist, Whang Od (Short Documentary - 26 min)
- The Fight for America's Public Lands (Documentary - 98 min)
- The Fall (and Rise?) of Unions in the U.S. (Article - 11 min)
- Taco Chronicles: "Asada" (Docuseries - 26 min)
- 10 Things Everyone Should Know About People With Disabilities and Employment (Article - 20 min)
- The Truth Behind Indian American Exceptionalism (Article - 15 min)
- Chief Standing Bear: A Hero of Native American Civil Rights (Short Documentary - 9 min)
- HIV Survivors Reflect on 40 years of the AIDS Epidemic (Short Documentary - 8 min)

**Total discussions |** 14

**Average participants per discussion |** 11

**Discussion with highest attendance |** May 2022 (Members of Whose Tribe?); 14 participants

## LEAP Program

Through its LEAP (Legacy Entrepreneur Advancement Project) program, Vault's goal is to advance DEI in the business community of Greater Philadelphia and to actively support the economic growth and momentum of Black entrepreneurs in our hometown. In 2022, LEAP exclusively worked with Philadelphia Diamond Company, the area's fastest-growing custom jewelry retailer, owned by the husband and wife team of Ken and Nicole Black. Ken and Nicole received a grant for more than \$100,000 in complimentary marketing, PR, digital and design services from Vault to use throughout 2022 in support of their business.

**Goal:** Support businesses led by Black business owners and entrepreneurs from marginalized groups

**Assessment:** **ACCOMPLISHED** ONGOING NOT MET



Phila. Diamond Co.  
2022 Look Book