

Vault DEI Scorecard

January - December 2023



With our dedicated Diversity, Equity and Inclusion (DEI) initiative, Vault continues to strive to attract a more diverse workforce and to foster a work 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.

Vault's DEI Committee – with support from agency leadership – aims to:

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

2023 Participation Stats:

- **767** total hours spent on DEI and Legacy Entrepreneur Advancement Project (LEAP) initiatives
- **33%** of staff currently serve on a DEI subcommittee

Training Subcommittee

The Training Subcommittee coordinated a large-scale training in July 2023 with the Drexel Business Inclusion Center, addressing neurodiversity in the workplace with a focus on autism. The subcommittee also educated staff on various DEI-related topics, recognition days and holidays during the year, sharing resources and materials to further support agency learning.

Goal: Provide DEI training resources for all staff

Assessment: **ACCOMPLISHED** ONGOING NOT MET



Immersive training measures:

220 agency hours invested in training



Monthly engagement opportunities:

Sharing cultural milestones, topical events, and reading materials about DEI best practices



Attendance:

Drexel Business Inclusion Center Training
51 (Mandatory)

Survey Insights from Drexel Business Inclusion Center Training

100% of respondents strongly agreed or agreed that “I know 2-3 strategies that I can use to support neurodivergent people.”

95% of respondents strongly agreed or agreed that “The training increased my understanding of neurodiversity in the workplace.”

“

The presenters facilitated really great discussions and were helpful in assisting us with navigating challenging viewpoints or situations.

“

It was a great training and I learned a lot!

DEI Media Club Subcommittee

The DEI Media Club is an outlet for sharing DEI stories and perspectives through a variety of topics and mediums. 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 quality of DEI-related discussions through consistent meetings and more participation

Assessment: **ACCOMPLISHED** ONGOING NOT MET



5

1

3

2

● Video ● Radio/Podcast ● Article

● Discussion on World or Local Events

2023 Total Amount of Content | 326 minutes



Media Selections for Discussion:

- “I Have A Dream” Speech (Radio Recording, NPR)
- The Danger of a Single Story – Chimamanda Adichie (TED Talk)
- Totally Badass Female Spies – Drunk History (Television Episode, Drunk History)
- Letting Go of Control and Rethinking Support for Autistic Individuals (TED Talk)
- [Philadelphia] Chinatown Resists Proposed 76ers Arena (News Articles, Philadelphia Inquirer/The Triangle)
- Pride for Sale – Exploring the Commodification of Pride (Article, Washington Post)
- The Hidden History of “Hand Talk” (Short Documentary, Vox)
- Flint: The Poisoning of an American City (Long Documentary, Tubi)
- How Some Businesses Flounder with Hispanic Heritage Month (News Article, NPR)
- Israel, Palestine and How to Help (Real life event response, accompanied by News Article, NPR)
- End of Year Roundup (Reflection discussion)

Total discussions | 11

Average participants per discussion | 18, a **63%** increase compared to 2022

Discussion with highest attendance | October 2023 (Israel, Palestine and How To Help); 24 participants

LEAP Program

Through its LEAP (Legacy Entrepreneur Advancement Project) program, Vault aims to advance inclusive growth in the business community of Greater Philadelphia and to actively support the momentum and success of minority entrepreneurs in our hometown. LEAP participants receive a grant for more than \$100,000 of in-kind marketing communication services to drive their businesses forward.

In 2023, LEAP exclusively worked with Mount Airy Candle Co.’s Marques Davis. From a robust local media relations campaign to graphic design and video development, Vault’s LEAP team helped Marques elevate his unique craft candle business.

Goal: Support businesses led by BIPOC business owners and entrepreneurs, with priority on those with HQs in the Greater Philadelphia region

Assessment: **ACCOMPLISHED** ONGOING NOT MET



Photography by Jauhien Sasnou



Measurable Impact and Results Subcommittee

The Measurable Impact and Results Subcommittee develops recommendations and measures progress to meet the agency's DEI goals. Through internal policy reviews, staff assessments and a partnership with the Diversity Action Alliance, the subcommittee keeps a pulse on DEI across the agency.

Goal: Measure and report committee progress for accountability and transparency

Assessment: **ACCOMPLISHED** ONGOING NOT MET



Results from DEI Attitudes Survey

DEI Attitudes Survey | December 2023

75% response rate among staff

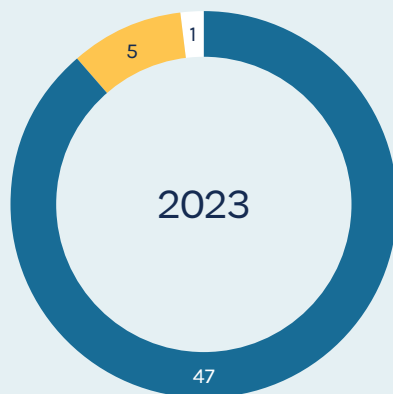
Key survey learnings from staff:

- All respondents said Vault provides an environment for the free and open expression of ideas, opinions and beliefs
- Most respondents strongly agree that Vault communicates information about its diversity goals (**76%**) and is committed to diversity, equity and inclusion as an agency (**74%**)
- More than half of respondents (**64%**) strongly agree the Senior Leadership Team handles diversity matters appropriately and demonstrates a commitment to diversity, equity and inclusion
- Most respondents (**75%**) feel Vault leadership is doing enough to ensure we are a diverse and inclusive workplace
- While less than half of respondents (**44%**) think Vault does a good job of hiring employees from diverse backgrounds, **75%** feel confident the agency is invested in hiring people from diverse backgrounds
- There is an appetite from employees to have more DEI-related trainings and resources available throughout the year

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

