

An aerial photograph of a mountain landscape with a winding road. A teal-colored graphic, consisting of a large, irregular shape with a triangular cutout, is overlaid on the right side of the image. The text "WE'LL FIND A WAY" is written in white, bold, sans-serif capital letters within this teal shape.

**WE'LL FIND
A WAY**

ArcBest

**Where We Are Now: Two HR
Practitioners' DEI Journey**

March 2021

ArcBest

SPEAKERS

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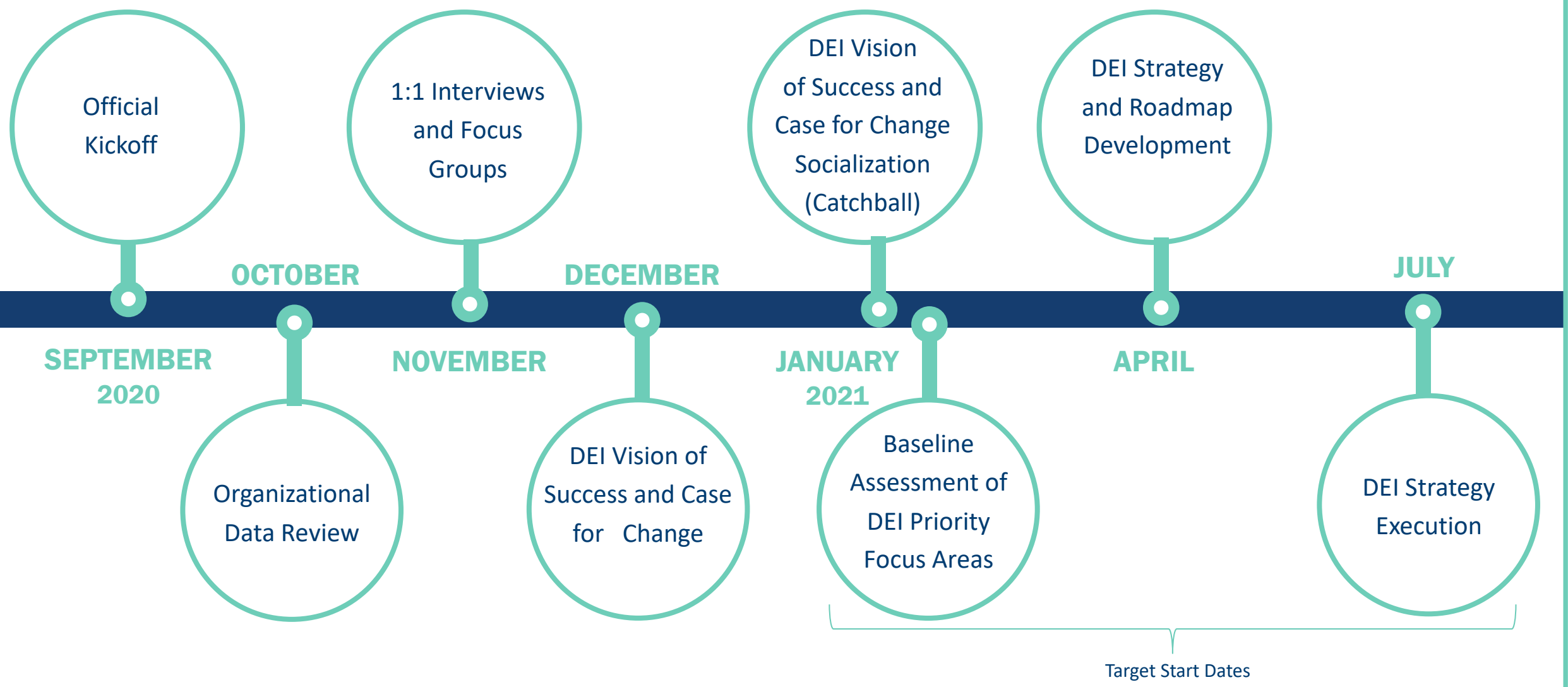
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The Journey



ARCBEST DEI JOURNEY



Education



Defining Key Terms

DIVERSITY

The variety of abilities, skills, experiences and cultural backgrounds of all stakeholders.

EQUITY

The practice of establishing policies and procedures that promote fair opportunities and outcomes for all.

INCLUSION

The practice of valuing and leveraging differences to achieve superior results.

DIMENSIONS OF DIVERSITY

Age

Physical Abilities

Race

Ethnicity

Gender / Gender Identity

Sexual Orientation

Education

Class / Income

Language / Accents

Marital Status

Military Experience

Religious Beliefs

Geography /

Location

Nationality

Skills

Years with Organization

Leadership Style

Work Habits

Performance

Communication Style

Personality Type

Work Shift



INCLUSION

**“Diversity is being invited to the party;
inclusion is being asked to dance.”**

-Verna Myers



EQUITY



<https://www.nwhu.on.ca/ourservices/Pages/Equity-vs-Equality.aspx>

Employee Resource Groups



INCLUSION

EMPLOYEE RESOURCE GROUPS



African American Employee Resource Group

- Est 2019
- Approx. 60% Corporate



LATINOS ENGAGING, ADVANCING,
AND DEVELOPING

- Est 2015
- Approx. 85% Corporate



GROWING AND RETAINING
OUTSTANDING WOMEN

- Founding J.B. Hunt ERG
- Est 2015
- Approx. 80% Corporate



LGBTQIA+ Employee Resource Group

- Est 2020
- Approx. 85% Corporate



VETERANS EMPLOYEE RESOURCE GROUP

- Est 2015
- Approx. 75% Corporate



Potential Obstacles



Maintaining Momentum





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QUESTIONS?



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