

# NEAERA CONSULTING

## DIVERSITY PROGRAM

12/2022

### EXECUTIVE SUMMARY

Neaera Consulting is committed to an environment at work that promotes for diversity amongst employees and assists employees in balancing work and family. Neaera Consulting is a business where employees are valued and have the chance to succeed thereby increasing organizational capacity to achieve goals and inspirations.

#### 1. Situation and analysis

To enhance Neaera's ability to carry out its mission we make diversity management a priority for employees. Neaera's diversity management strategy is based on a commitment from owners, managers, and employees. Neaera is committed to be an employer of a highly qualified, diverse, dedicated, and effective workforce. Pursuing this commitment requires being open to new ways of thinking about employee motivation and staff development.

#### 2. Program measures

Neaera discourages all forms of discrimination, directly or indirectly. Neaera helps make the best use of diversity in the workplace.

#### 3. Program Objectives

- Building a talented dedicated and diverse workforce

Neaera Consulting follows our objectives for building and maintaining a successful diversity management plan.

- Improving communication throughout our company's policies
- Motivating employees to reach their highest potential and understand diversity opportunities inside and outside the company

- Encouraging employees to offer their views and suggestions toward achieving program and organizational goals without threat of retribution
- Respecting and appreciating individual differences
- Increase awareness, build mutually rewarding relationships and foster collaboration with a broad range of business, community, and foundation leaders and other individuals from diverse backgrounds, perspectives, and experiences

Role of All Employees

- Support the principles of diversity management
- Respect others, including differences and similarities in views, styles, backgrounds, etc.
- Fully participate in the company's efforts to foster greater organizational effectiveness and efficiency through the application of the principles of diversity management

#### 4. Strategy and Execution

- Neaera supports our employees to work remotely, allowing everyone the flexibility for work location, times and family support.
- Neaera also provides a mentorship program for employees to mentor elementary through

Neaera Consulting continues to engage within the community but specifically we focus on the STEM education for elementary through high school robotics programs. These programs offer students with a range of backgrounds and locations. We mentor and participate in events each year.

high school students in the STEM field by building robots.

- Neaera offers internships for high school students and to work closely with current employees.

#### 5. Accomplishments & Conclusions

For the past 13 years, Neaera Consulting has been a primary sponsor for a robotics program from elementary to high school, offering training and donating supplies for many robotics teams in our area. We participate at 3 events each year that has over 10,000 people in attendance. For more information on these events visit [www.neerarobotics.com](http://www.neerarobotics.com) or the official site of the program, [www.firstinspires.org](http://www.firstinspires.org).

#### 6. Schedule and Events

For the 2019 year we have 2 scheduled events and 1 possible event. See the chart below on our upcoming events.

In 2022 we have scheduled events.

## ROBOTICS TOURNAMENT

Upcoming tournaments for 2022

Name	Location	Date
2022 – Oklahoma City Regional	Oklahoma City, OK	3/7/22-3/9/22
2022 – Denver Regional	Denver, CO	3/22/19-3/25/19
2022 – Utah Regional	Utah	4/1/2022-4/3/2022
2022 – World Championships*	Houston, TX	4/15/19-4/19/19
2022 – IRI	Columbus, ID	7/16/2022-7/19/22
2022 – Chezy Champs	San Jose, CA	8/23/22-8/25/2022