

2022 DIVERSITY EQUITY & INCLUSION

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AGENDA

- CURRENT STATE OF DEI
- LAND O LAKES DEI OVERVIEW
- LET'S PRACTICE
- Q AND A
- CALL TO ACTION



GOALS



Learn

Listen

Expand Your Mindset

Participate

Apply & Integrate



A Time Of Transformation: The Great Global Reassessment



OUR DEI COMMITMENT

Diversity Equity & Inclusion at Land O'Lakes

DEI at Land O'Lakes is inseparable from our member-owned cooperative model and is built directly into our company purpose: building stronger communities and feeding a growing world population.

We value and respect the perspectives, experiences, and talents of all individuals. We're working toward a state where everyone—regardless of ethnic background, country of origin, age, physical ability or disability, race, sexual orientation or gender—has a level playing field.

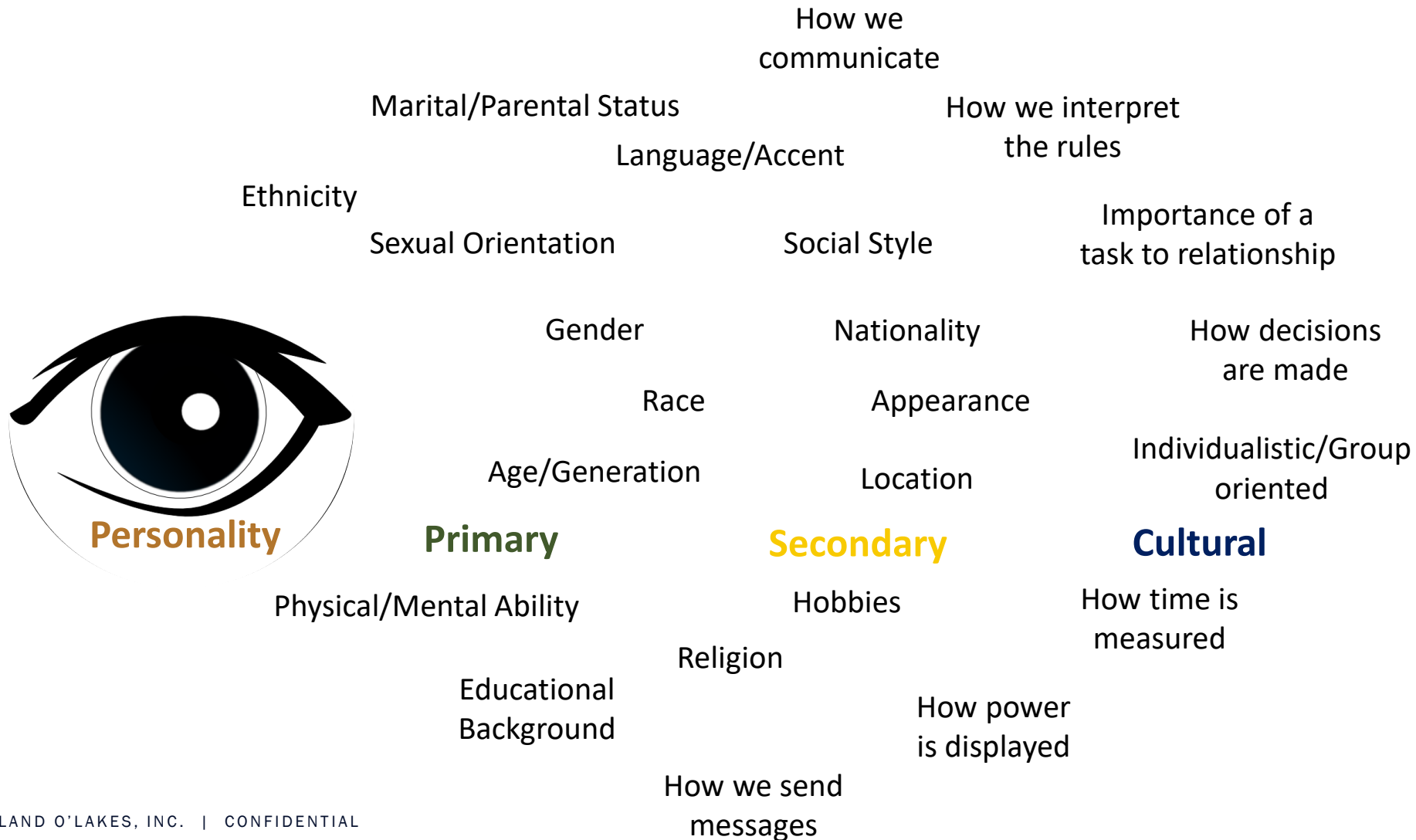


BITE SIZE LEARNING-LESSON 1

LAND  LAKES INC.®

ROOTED IN TOMORROW™

CULTURE & DIVERSITY DIMENSIONS





OUR DIVERSITY AND INCLUSION COMMITMENT

IT'S MORE THAN WHAT IT LOOKS LIKE... BECAUSE IT IS

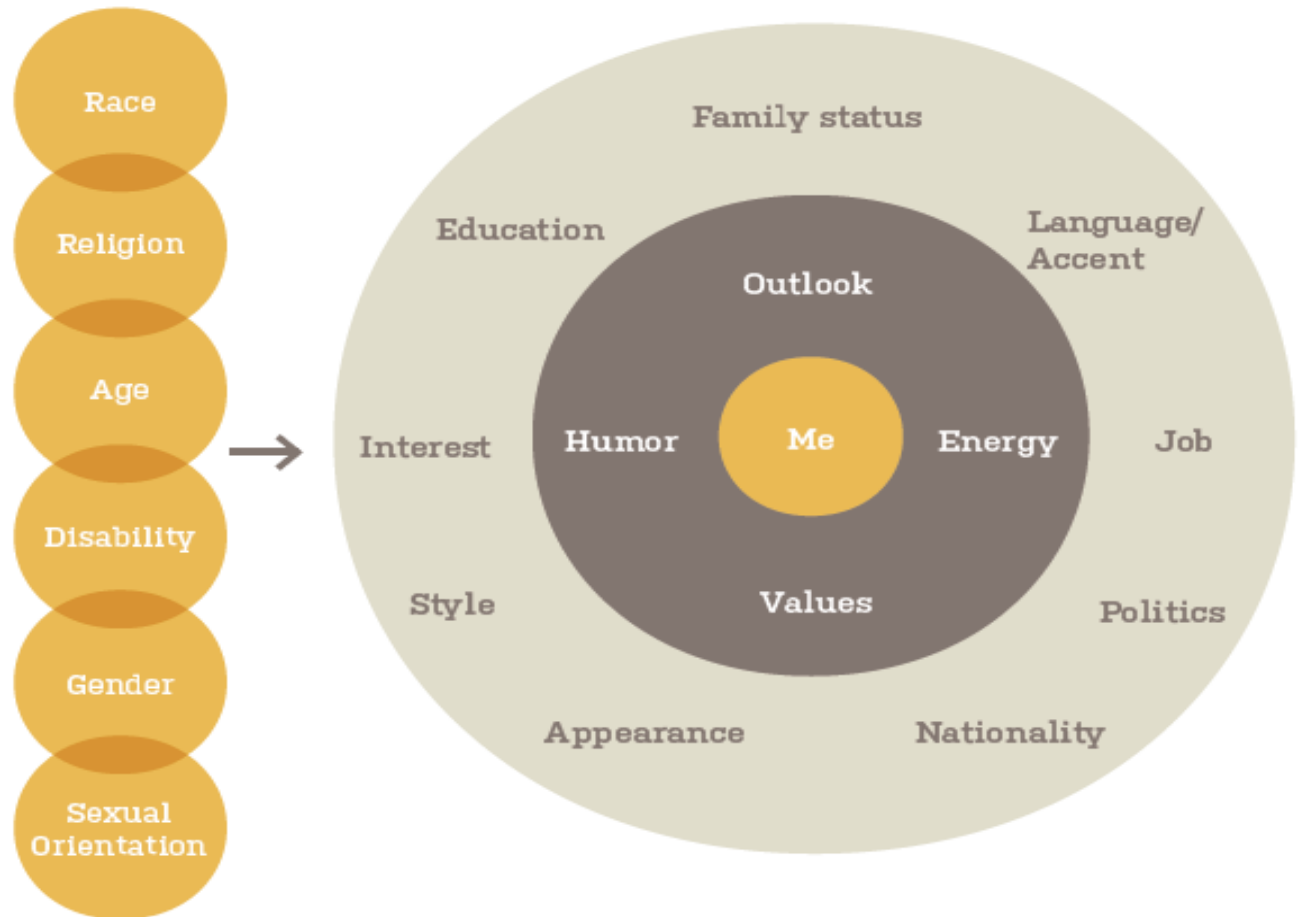
The true meaning of diversity is often misunderstood. It is a common misperception that diversity is limited to only a few characteristics—the ones that we traditionally think of and are quite visible. We often focus on these few, obvious dimensions of difference in organizations when, in fact, there are infinite ways we differ as human beings.

Although these differences make us unique, they sometimes make it more challenging to work together.

There's a lot to gain when we get it right though. Studies show that diverse teams outperform those without diversity. And inclusive teams make better decisions up to 87% of the time. However, there's one piece of the puzzle that makes the ultimate difference—inclusion.

Diversity without an inclusive culture isn't enough. Without inclusion, the true benefits of diversity are lost.

In order to build an inclusive culture that allows everyone to shine, we not only need to understand and accept peoples' differences, but integrate them into our culture.



DID YOU KNOW...

About **61%** of people change something about themselves to fit in at work? In an inclusive environment, people feel comfortable being who they are and don't need to fake it to make it.

Think about some of the things that make you who you are (for example: I am a father, I am a football fan, I am a dog lover).

Write them below:

I AM

I AM

I AM

I AM

Walk around the room and try to find someone with the same "I am" statements as you. Was it easier to find people who are similar, or different to you?

TRY IT OUT

Think about the "I AM" exercise.

What are some ways that you can encourage your employees to get to know each other better so they can begin exploring their similarities and differences?

What are some ways that you can get to know you yourself can get to know your employees better?

Use the space below to write down any thoughts or ideas:



OUR DEI VISION

Diversity Equity & Inclusion at Land O'Lakes

Our employees and member-owners go to work every day to strengthen the communities in which we live, work, and serve. The future is brightest when all are welcome, each voice is heard, and everyone feels invested in one another's well-being and success. We're committed to creating brave spaces, promoting racial equity, and fostering a culture of support and empowerment.



DEI STRATEGIC PILLARS

Diversity Equity & Inclusion at Land O'Lakes

You + Your Future

You are an integral part of our DEI journey and success at Land O'Lakes. This is the place to realize your impact, deepen your professional development and strengthen your community ties.

Our Workplace

Through inclusive recruiting, multiple growth pathways, and a commitment to brave conversations, we're providing a safe and more equitable work environment for all.

Our Cooperative Impact

As an agricultural cooperative, we use our unique position to improve our supplier equity, strengthen the resilience of rural communities, and help our members invest in sustainability.

Our Communities

We're advancing racial equity and social justice in our communities through advocacy, philanthropy, and volunteerism. We're measuring our impact along the way to continuously improve outcomes.



EMPLOYEE RESOURCE GROUPS (ERGS)

ERGs are corporately-recognized groups of passionate employees (*and their allies*) from traditionally under-represented groups **AND/OR** share a common purpose and meet a business need.

African Ancestry

- Allies as Advocates

Aging Successfully

Asian Affinity Connection

Disability Awareness

Field Inclusion Networks

LOL Amigos

Parents & Caregivers

Pride Alliance

Veterans & Troop Support

Women's Leadership Network

- LINC

- Men as Advocates

- Women of Color

Young Professionals Network

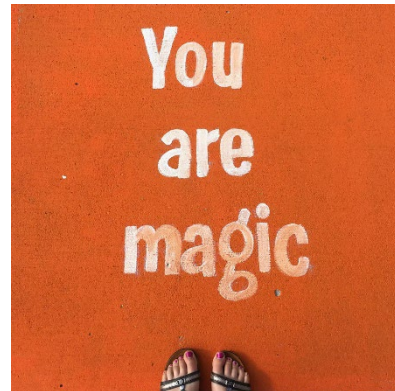
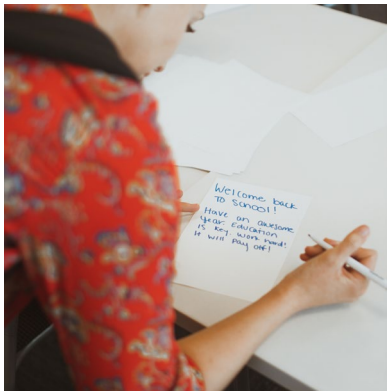
ERG Pillars

1 Recruitment

2 Retention & Promotion

3 Business Insights

4 Community Relations



BITE SIZE-LESSON 2

LAND  LAKES INC.®
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INSPIRED BY OUR PLACE IN THE WORLD

EMPOWERING OTHERS

As we've already explored, we have an enormous influence on creating an inclusive environment through our words and our actions.

Beyond the behaviors that we should all be practicing in order to promote inclusivity, there are actually some that we may be better at than others.

Depending on what our unique strengths are, we can actually use them in order to create more inclusive environments.

INCLUSIVE BEHAVIORS

There are three key behaviors that help build an inclusive environment.



Acknowledge someone for who they really are and make them feel appreciated for it



Bring people together when their differences are pulling them apart



Step in to support people when they're at risk of being excluded

Based upon these definitions, which behavior do you think you do particularly well? Flip the card to take a quiz to find out!

QUESTIONNAIRE

Step 1 Consider the statements and check how strongly you agree or disagree with them.

Step 2 Add up your checks for each column to get your score.

Value	AGREE (2)	NEUTRAL (1)	DISAGREE (0)
I acknowledge people who pass me in the plant.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I pay attention to what's being said to me, no matter who says it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I do not interrupt others when they are speaking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to get to know people as individuals beyond their role.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I affirm and value contributions from others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	+	+	=
	SUB TOTAL		

Bridge	AGREE (2)	NEUTRAL (1)	DISAGREE (0)
I actively seek being challenged by different perspectives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I find it easy to connect people around a common identity or goal.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I act as a link between people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I manage heated discussions and integrate different points of view positively.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I share information equally with relevant people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	+	+	=
	SUB TOTAL		

Protect	AGREE (2)	NEUTRAL (1)	DISAGREE (0)
I make sure that I and those around me are being fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I always try to put myself in the shoes of others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am quick to intervene if I see an individual being excluded.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I regularly challenge the generalizations that people make.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I try to make sure we base decisions on facts, not emotions or assumptions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	+	+	=
	SUB TOTAL		

	AGREE	NEUTRAL	DISAGREE
TOTAL	+	+	=

TRY IT OUT

We can value people by deliberately letting them know how important they are, or how much they bring to our teams.

We can bridge people together if we see two people at odds, or if we notice two people struggling to understand one another.

Protecting others may involve us stepping in if we see someone at risk of being excluded.

Based upon your highest scoring section on the questionnaire, which behavior are you strongest in?

How will you use this inclusive strength to create a more positive, inclusive environment at Land O'Lakes?

Use the space below to write down any thoughts or ideas:





ALLYSHIP IN ACTION

- Leverage a learning mindset in your efforts to understand moments like these moving forward.
- How can you continue your learning journey?
- How can you expand your friend circles to include more individuals from the communities you hope to Ally for so you can be more equipped to understand these issues in the future?
- How can you broaden your perspective about the injustices members of the community you're allying for experience?
- How can you lean in and say or do something, even if you get it wrong, rather than sitting on the sidelines in the future?

Questions?



**CALL TO
ACTION**

What did you learn?

How can you share?

What will you do?

*“Do your little bit of good where you are;
it's those little bits of good put together
that overwhelm the world.”*

– Desmond Tutu

Thank you.

Ask us anything!

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