

DIVERSITY & INCLUSION

Quarterly Newsletter

Q1FY22 | JULY 2021



Reflecting On Our History to Create a Newness In Our Future

By Tracy Larson

I originally wanted to write this article about the history of our plant here in Kalama, WA, but after a week of hemming and hawing about how I would catch people's attention, I realized that rehashing corporate history is a surefire recipe for more eye-glazing than a donut shop production line. Instead, I'd rather focus on the interesting part of our business - our people (and the donuts they bring into meetings. Hint, hint for anyone scheduling a meeting with me).

Our focus this month is reflecting on our history and how we can use it to shape our future. Our mill here in the Pacific Northwest is a pretty easy target for this topic as most of the original employees had little to no industrial or production experience when the mill started up back in the '90s. The new workforce was made up of people that had previously been teachers, truck drivers, temp workers, and various other trades. This

diversity in work history led to a creative and productive work force, willing to take on new challenges and create new ideas; a workforce that continues to thrive in the ever-changing global trade environment.

Since our early days, the meaning of diversity in our company, and our world, has shifted and expanded- but the benefit it brings to our workforce and our lives hasn't changed. I'm amazed at the amount of interesting and driven people I meet every day and consider myself lucky to have the opportunity to converse with people not only from out of state, but from entirely different countries and cultures. It's led to some confusion (I'm still not sure how Google translate got "make an East-facing potato" out of instructions to replace a control valve) and some stress (all of my potatoes come out West-facing), but I've found that ultimately, it's led to new partnerships with a more diverse

group of people than I could ever hope to meet in my hometown, and I'm thankful for that. I can only hope that we continue our history of embracing our diversity, no matter how the definition changes in the future.



Celebrating D&I Through Literature

By Melanie Thayer

Few of us grow up with fear as a constant companion: fear that we'll come home from school and find our parents gone; fear that they will be deported, and we'll never see them again. Fear that we will be alone and must find a way to survive. Our daily mantra is not "Don't cause any trouble." We don't have to keep our heads down, our voices quiet, to avoid unwanted attention.

Most of us are lucky. For millions of undocumented people in this country, and for the citizen children in so many of these families, fear is a cold reality.

In her memoir, *In The Country We Love*, actor Diane Guerrero relives her terror and despair after her parents were detained and deported. She was 14 years old.

Guerrero's parents came from Colombia. For years they tried to become citizens, but their efforts seemed to go nowhere. Her father

even hired a lawyer to help them, spending thousands of dollars and getting only empty promises in return. When Guerrero came home to an empty house, she knew the worst had happened.

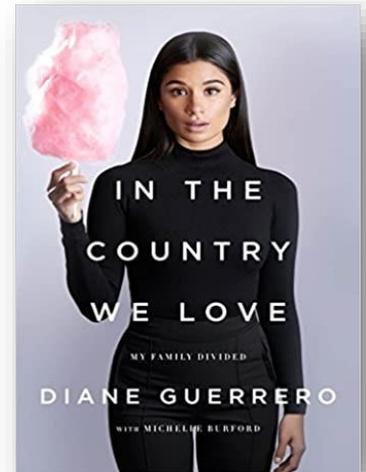
Even as we turn away emotionally from our parents during our teenage years, we still need their guidance, love, and support. Guerrero didn't have that. And during her college years - dealing with ADD, dyslexia, and depression; in worsening financial trouble; alienated from friends; and her parents so far away it was like they were on another planet - she desperately needed a stable home base, a safety net. Someone she could rely on when she needed help.

Guerrero was eventually able to come to terms with the long-lasting trauma of suddenly losing her parents. She found her way and built a successful career.

But what about all the other children in similar circumstances, the ones who are afraid that they'll come home to an empty house? What does that fear do to a child? How can they thrive under that stress? And if the worst happens and their parents are taken, what happens to the children? Do they fall through the cracks?

Does anyone care?

We can do better. We must do better.



Leadership Through Inclusion Resource Center

Blind Spots: Enhance Objectivity

What habits or attitudes do you rely on to do your job? Are you aware of your blind spots?

Did you know blind spots, or unconscious biases, are mental shortcuts that help us make sense of the millions of pieces of information we take in each day, and they can influence our decisions? Sometimes, those blind spots can create missed opportunities for innovation or, worse, squash innovation altogether.

The reality is we all have blind spots. The good news is there are approaches to counteract our blind spots, help us grow, and help us engage with our colleagues in an inclusive way that can create a more fulfilling work-life and better solutions for our Customers.

[Click and learn more about Blind Spots and ways to counteract them](#)

