

DIVERSITY & INCLUSION

Quarterly Newsletter

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D&I Critical to a Successful Workforce

By Judson Heller

Diversity and inclusion are critical parts of a successful workforce. We see the benefits in employee interaction, problem-solving successes, and overall positive culture. I want to tell you about a diversity and inclusion contact that started at the plant level and quickly spread throughout the business. The situation involved multiple people who took their time to step up and demonstrate inclusiveness.

Several months ago, we reached out to our local temporary service agency to seek help. They sent a person into our facility to help us with the line packaging. The associate picked up the processes quickly, and their drive and eagerness were recognized from the start. For this individual, English was not their first language. We often used a translation app or a fellow bilingual employee to ensure accurate communication. With the continued use of the app and translation, the associate continued to learn and positively contribute to operational success.

A few months later, we had the opportunity to hire full-time employees, and the associate applied. This is where the greater company's ability to create a diverse and inclusive workforce really started to take shape. Tanya Bennett (Senior HR Manager) made the initial contact by reaching out to David Gutierrez (Rancho Plant Manager), who helped with the interview process. Once the associate was hired, Tanya reached out to Juan Zuniga-Romero (AEP Tacoma Lead) to help with the onboarding and medical communication. For the safety introduction, we were able to utilize Frank Ramos (EH&S Coordinator). When it came time to driving a forklift, Eric Sabo and Corbin Perseghetti were able to find and order Spanish written text to aid with a forklift training class.

The whole process has been a great display of people throughout the business coming together to improve our diversity and highlight our inclusion. Also contributing to the broader display has been the drive and dedication displayed

by Enriqueta Acosta. Her desire and the business's contributions have helped define the culture we seek. It has been a great example of diversity and inclusion practices that I am proud to have been a part of and witnessed. It represents our potential as a company while highlighting the vast resources available within if we choose to use them.



Leadership Through Inclusion Resource Center



Based on a Gallup Survey, only 26% of employees strongly agreed that the feedback they receive improves their work. In *The Way We Work* TED series, *The Secret to Giving Great Feedback* video highlights a powerful four-part formula that you can use to be more effective in giving feedback.

[Click and begin your journey in improving your ability to provide productive feedback.](#)

Celebrating D&I Through Family Recipes

Food plays a special role in sharing one's family tradition with others. Those food traditions are captured in precious family recipes passed down from generation-to-generation or brand-new recipes to start new traditions. Two AEP Span employees share their family recipes for all CPNA employees to enjoy.

Krautknoephle *by Nicholas Smith, AEP Span Tacoma*

"My mother's side of the family, four generations before me, immigrated at the turn of the 20th century in 1907 through Ellis Island," said Nicholas Smith, AEP Span customer service representative. "They moved to North Dakota where there was a large German immigrant population (there's a reason ND's capitol is called Bismarck)."

"To me, this dish is a bridging of the old world to the new world," stated Nicholas. "It is a connection to who I am and where my family came from."

"We make this dish on some birthdays and family get-togethers, but mostly it is a cozy warm winter type dish," said Nicholas. "If my grandmother ever knew that we served this to guests, she'd be horror-struck as to her it is a 'peasant/commoner' type of dish and 'doesn't show respect to our guests.' I think it's amazing, and I like to share it with anyone I can. It is delicious (assuming you like sauerkraut), and people should totally try it."



Ellis Island



Krautknoephle (pronounced: Crout-Niff-la)

- 1 batch knoeple (see below)
- 2 large potatoes cubed (about 1 inch)
- ½ pound bacon (you can use more if you like), cut into small pieces
- 1 large onion, diced
- 1 large jar sauerkraut, drained

For the knoeple:

- 3 ½ cups flour
- 1 egg
- 1 t. salt
- 1 ¾ cups warm water

Instructions: Place potatoes in a large saucepan, cover with water and add 1 tsp. salt and bring to a boil. Cook until potatoes are tender and drain. (You can cook the knoeple in the same pan with the potatoes when they are starting to get tender – drain them in a colander when the potatoes are tender and the knoeple has floated to the surface.)

Instructions: Mix ingredients together to form dough and let rest about 10 minutes. Bring 4 cups salted water to a full boil. Divide dough into 4 balls and roll each into a long rope. Using a pair of scissors or a sharp kitchen knife, cut about ½ inch of dough into boiling water. Knoephle will float to the surface when done. Drain.

In a large skillet, saute the bacon pieces until crisp. Add onion and continue cooking until they are translucent. Do not drain the bacon drippings! Add the potatoes and knoeple and saute until they have some color to them. Add the sauerkraut and mix thoroughly until heated through.

This Volga German (Germans from Russia) recipe is several hundred years old, dating back to the 1700s.

Creamy Tuscan Garlic Chicken *by Matthew (Matt) Mehl, AEP Span Tacoma*

"This is one of my family's favorite meals," said Matthew Mehl, AEP Span customer service representative. "We got tired of eating the same meals all the time, and we came across this recipe about four years ago and loved it. We make the dish once a month or when we have people over for dinner as you can feed a lot of people with this dish."

Matt serves the dish over a bed of linguini noodles and suggests that you serve the dish with fresh dinner rolls to soak up the sauce!

To buy all ingredients, including spices, olive oil, is about \$25.

[Click to get the Mehl Family Recipe](#)

