



### Who We Are

*Title of Project, Name of Lead Entity, Partner, Counties in Indiana we are impacting.*

- 1) Title of Project: A Game-changing Fresh Start: Eliminating barriers empowering potential
- 2) Name of Lead Entity: GXO Logistics
- 3) Partner: Letitia King James
- 4) Counties in Indiana We Are Planning to Impact: Boone County, Hendricks County, Johnston County, Marion County, Allen County

### What We Expect if We Achieve our Vision

*Expected short-term and long-term outcomes; and positive impacts on individuals if your project successfully carries out these actions.*

#### Short-term Outcomes

- Creating employer partnerships with local talent-supplying partner
- Identifying community and joint wins from employer partnerships to solution
- Talent placements in our pilot sites

#### Long-term Outcomes

- Establish an industry standard for industry to supplier/provider engagement success
- Foundational framework for removing barriers for inclusive job placements (hire to retire)
- Embed leading practices on diversity and inclusion into our talent life cycle strategies
- Leverage communications and marketing as avenues for fostering our culture of belonging
- Establish a global culture of belonging hallmarked by listening, learning and appreciating lived experiences

### What We Will Do

*Specific actions your agency will take to carry out pilot project.*

In GXO, we are committed to ensuring GXO is a great place to work and is known as an employer of choice from the inside out.

Our five core values Be safe, Be inclusive, Make an impact, Change the game and Deliver results are the key pillars that help us achieve this aim.

More specifically our Be inclusive core value (alongside Be safe) are the foremost drivers of our work throughout GXO and in the communities we serve in.

### How We Will Do It

*Plan and implementation*

Our plan for implementation -

- Assessment of GXO locations for pilot readiness
- Interview pilot sites on support needs for recruiting talent & placement support needs
- Collaborate with IPP Partners and SME's to identify gaps & build bridges
- Pilot sites complete Inclusive culture insights/training
- Site walk through guidance and overviews on the value of diversifying the workforce
- Transportation discovery & framework for placements where work travel is a barrier
- Identify opportunities for virtual reality training modules at our pilot sites

### What Will Result

*Long-term goals to transform services and/or better support individuals.*

The goal of this project is to establish a baseline roadmap to be a global guide of best practices for candidate to career placement. Our leading focus for this effort begins with people with differing abilities. Our hope is to better support individuals, families and communities by intentionally removing barriers and establishing processes to strategically identify, recruit and retain traditionally marginalized groups (e.g. disabilities, generations, etc.). Many deliverables are possible from our IPP/DDRS partnership and these will be discovered, documented and delivered as the project evolves.

### What We Want to Avoid

*Outcomes that may take away from the vision and will serve as "red flags" to consider course correction.*

Our aim is to ensure everyone feels seen, heard, valued and as though they belong. We are also committed to creating an inclusive culture within GXO where the communities we serve, people and their families realize our organization to be success enablers. In essence, we want people and families who may have felt barriers to employment and limitations to quality living to think differently when they encounter us. We aim to create an environment where fresh starts, barriers removed and full potential can be realized for all.

