

Increasing Promotional Diversity, Inclusion, Equity at Tyson Foods

Anson Green
Economic Opportunity
Tyson Foods



Why Diversity, Inclusion, Equity?

- In the wake of George Floyd companies have increased attention on DEI
- Big focus has been on hiring and HR practices, less on skilled training
- Tyson has been on this path driven by a variety of forces, including matching our diverse communities to fill critical skilled labor demands

Agenda

- About Tyson and Our Team Members
- About Adult Education at Tyson
- Equity Strategies
 - Educational Access
 - Language Access
 - Digital Equity
 - Advancement Equity
 - Skilled Professional Equity

About Tyson

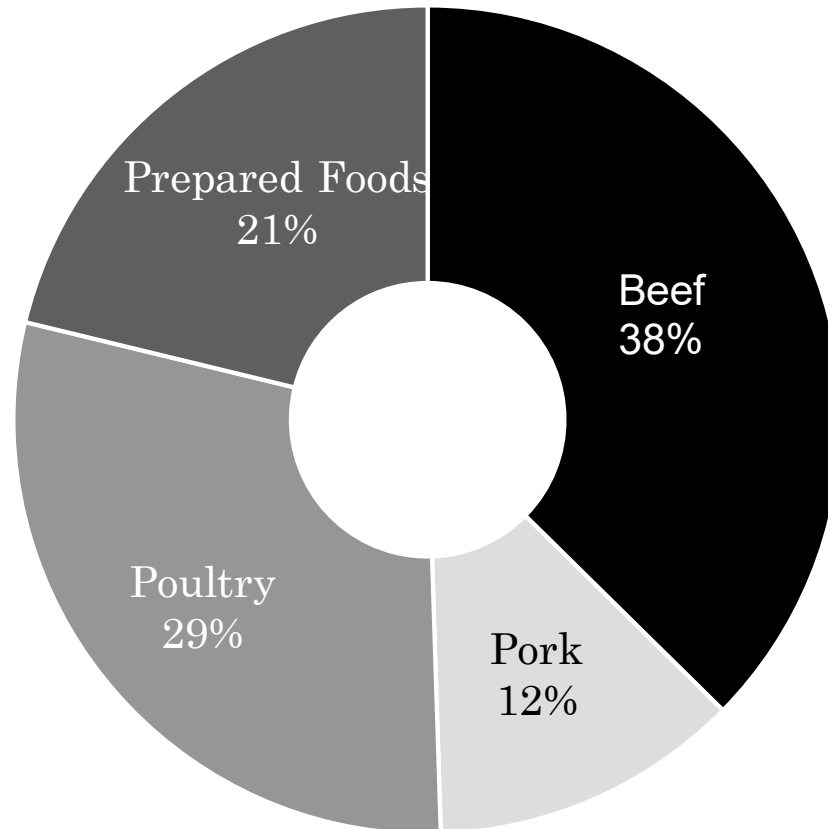


Our People
Our Work



Our Work

It's Not All About Chicken



Sales by Segment



Our People

121,000 Front-Line Team Members

60% Immigrant/Refugee

60+ countries

50+ languages

3-6 grade education

12% have never been to school before

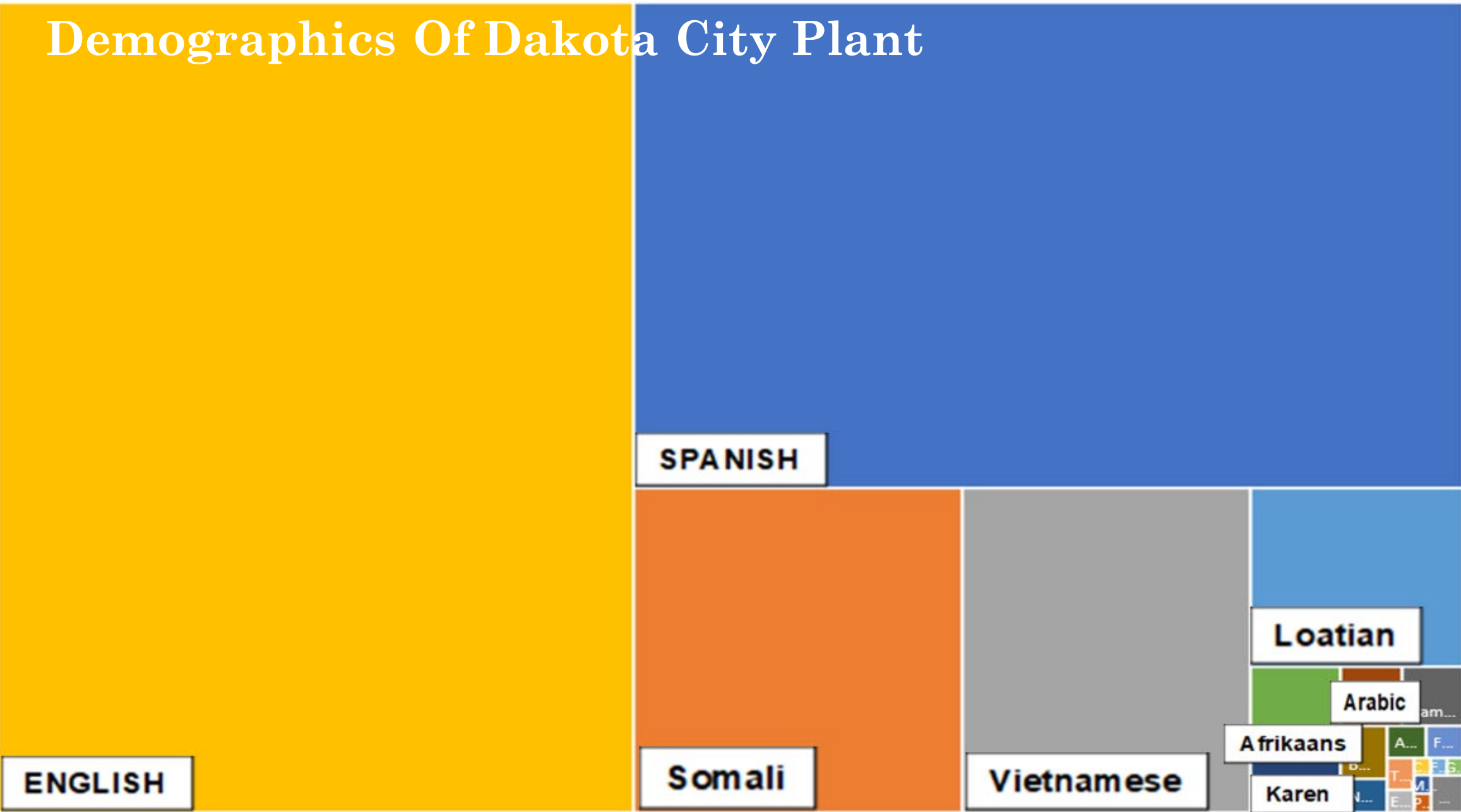
48% have less than 8th grade education

10% have some college or credential from their home country

Most have never used a computer and can't use Okta

Many have untapped skills hidden by language barriers

Demographics Of Dakota City Plant



Our Programs



**Upward
Academy**



**Upward
Pathways**

Adult Education



Mission: An adult education program to reduce the impact of social challenges for frontline team members and their families

Available



For
All TMs

Before



And After
Shifts

Offered



Year
Round

Led



By Adult Ed
Partners

Workforce Development

The logo for Upward Pathways, featuring a stylized icon of a person with an upward arrow.

Upward Pathways

Mission: A integrated education and training program to support the advancement of frontline team members to fill critical vacancies



Interpreter
Support

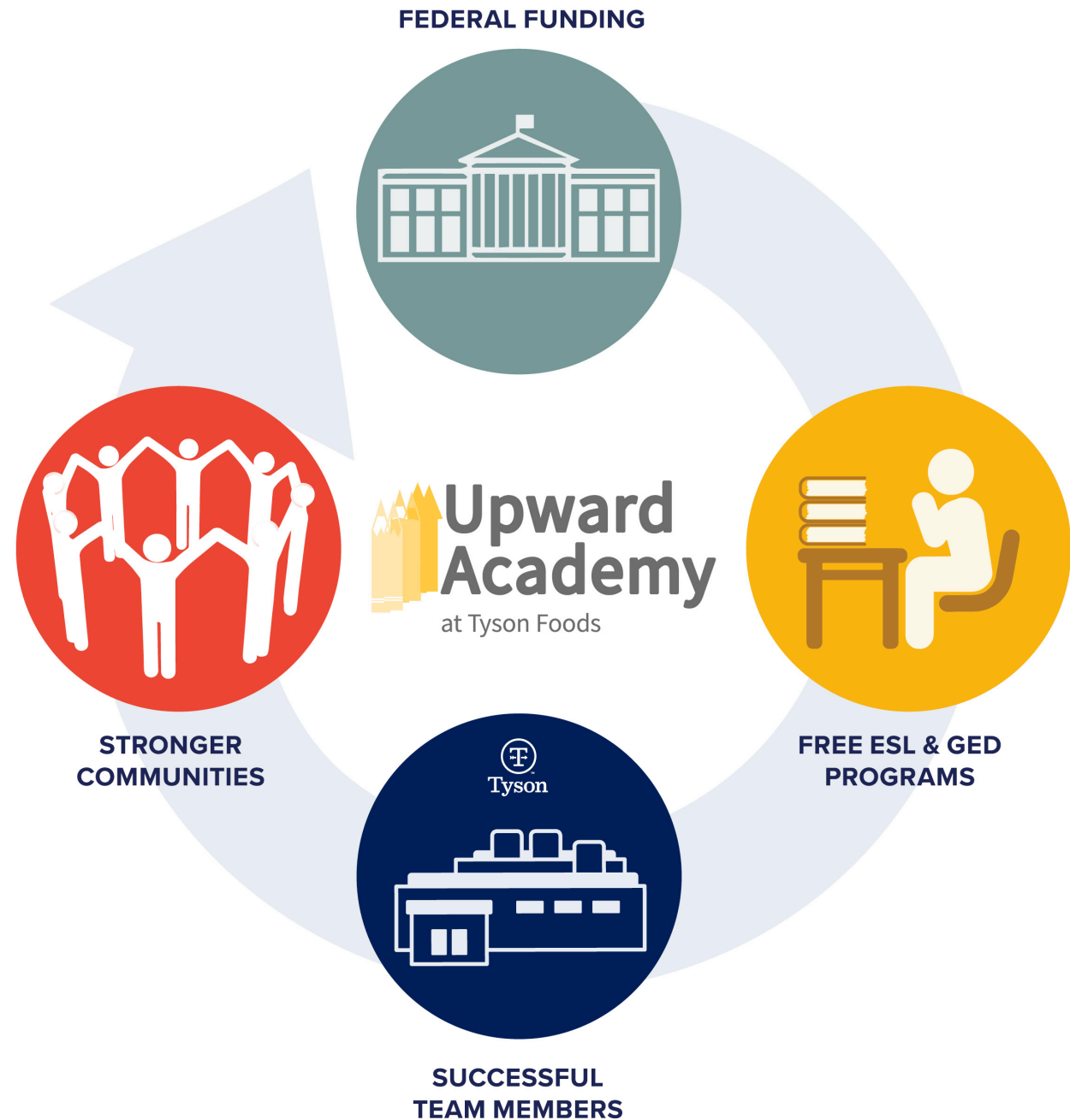


Student
Tablets



Partnership
Driven

Our Model



Our Services



Options



Upward Pathways



English



High School Completion



Citizenship



Digital Fluency



Personal Finance



Upward Academy



Basic Skills / English for the Job



Advancement Pathway



Workforce & College Credentials

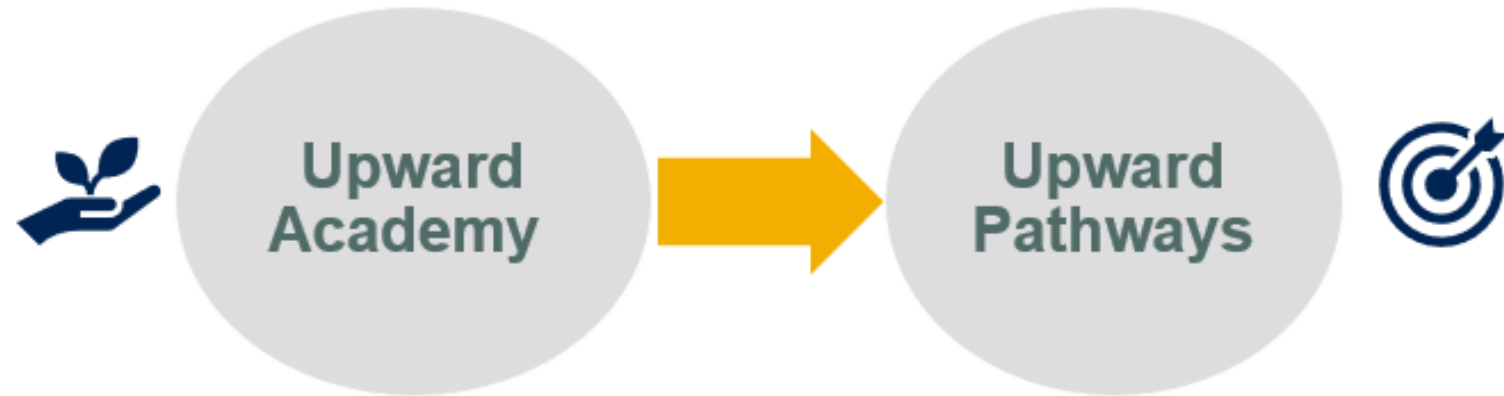


Soft & Leadership Skills



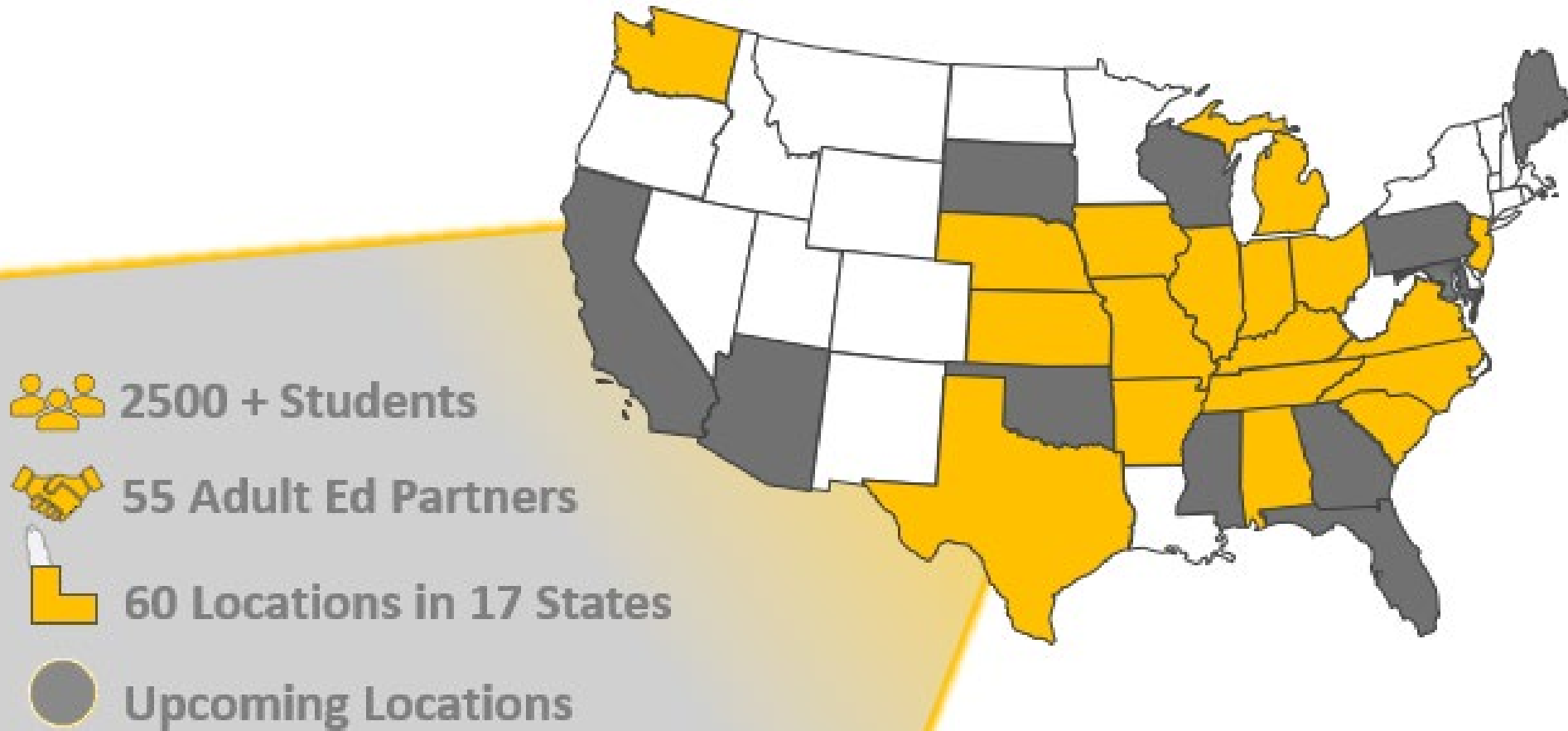
Industry Recognized Certifications

Distinct and Interrelated



BROAD	TARGETED
Basic Skills	Job-specific Basic Skills
Life Skills/ Economics	Technical Skills and Safety
Community Engagement	Trainability
Civics	Social Leadership and Employability Skills
Close Digital Divide	Digital Savvy
Team Member Stability	Fill Targeted Plant Vacancies

Our Reach



Diversity, Inclusion, Equity



Access Equity

Bridging Critical Language Gaps
Through In-Language Support

Top 10 Languages



Interpreter Support



PLOYSAI SAENGWISIT
Lao/Thai



STAR BRIGHT JUDSON
Burmese/Karen

NAJMA KASSIM
Somali



SERGIO ARISTEO
Spanish

HIBA JAMEEL
Arabic

ANTORINE LATDRIK
Marshallese



Interpreter Services

Virtual, written and
face-to-face
interpreting and
translation

The logo for Upward Academy at Tyson Foods, featuring three stylized upward-pointing arrows in yellow and orange, followed by the text 'Upward Academy' and 'at Tyson Foods' below it.

**HELLO
HOLA
مرحبا
XIN CHÀO**

Language interpreters available to help.

**CALL OR TEXT ANYTIME:
417.501.6396**

Real-time Language Support Using Google Voice

Vilma Ramirez
(479) 586-9848 • CNQ



Buenos días. Mi nombre es Charlee y trabajo con Upward Academy en Tyson Foods. Gracias por venir a la capacitación sobre last tabletas en NWACC la semana pasada. Para más información en como conectar tu tableta a wifi, haz click en este video: <https://youtu.be/RDyD8HNKdsc>



Mon 9:17 AM

V

Hola nome puedo conectar

Vilma Ramirez (CNQ) • Mon 7:27 PM

Hola, gracias por contactarnos. Mi compañero de trabajo, Jacob, le va a llamar para ayudarle. Ud. tiene una hora preferida para esta llamada?



10:45 AM

V

Hola sólo en la tarde porque haorita estoy trabajando

Vilma Ramirez (CNQ) • 1:38 PM

Ok gracias



2:28 PM



Type a message



Digital Equity

Opening Opportunities Through Digital Access

Digital Learning Labs

Almost 1,000
Microsoft Surface
Go Tablets Across
Programs



Digital Deployment

- **Curriculum:** Local adult education bring their curriculum
- **Tyson Provided Courses:** Online custom financial literacy, Voxy digital literacy, Burlington English
- **Program Launch Support:** Planning, recruiting, testing, first week of class support
- **Remote Learning Support:** Tablet loaner program
- **Interpreters:** In-language videos on password support and table operation
- **Help Desk Support:** Dedicated program manager and tech support

Digital Equity: What Are We Up Against?

- Vast Majority Are **English language learners**
- 12% of team members are **non-literate in any language**
- Many have had **no formal schooling**
- One class may have **multiple native languages**



In -Language Videos

Digital Access for Lowest Levels

လံာ်ဖျါနုာ်ခူသုာ်တဖာ်

လံာ်ဖျါနုာ်အဆံးတဖာ်
a b c d e f g h i j k l m n
o p q r s t u v w x y z

iPhone



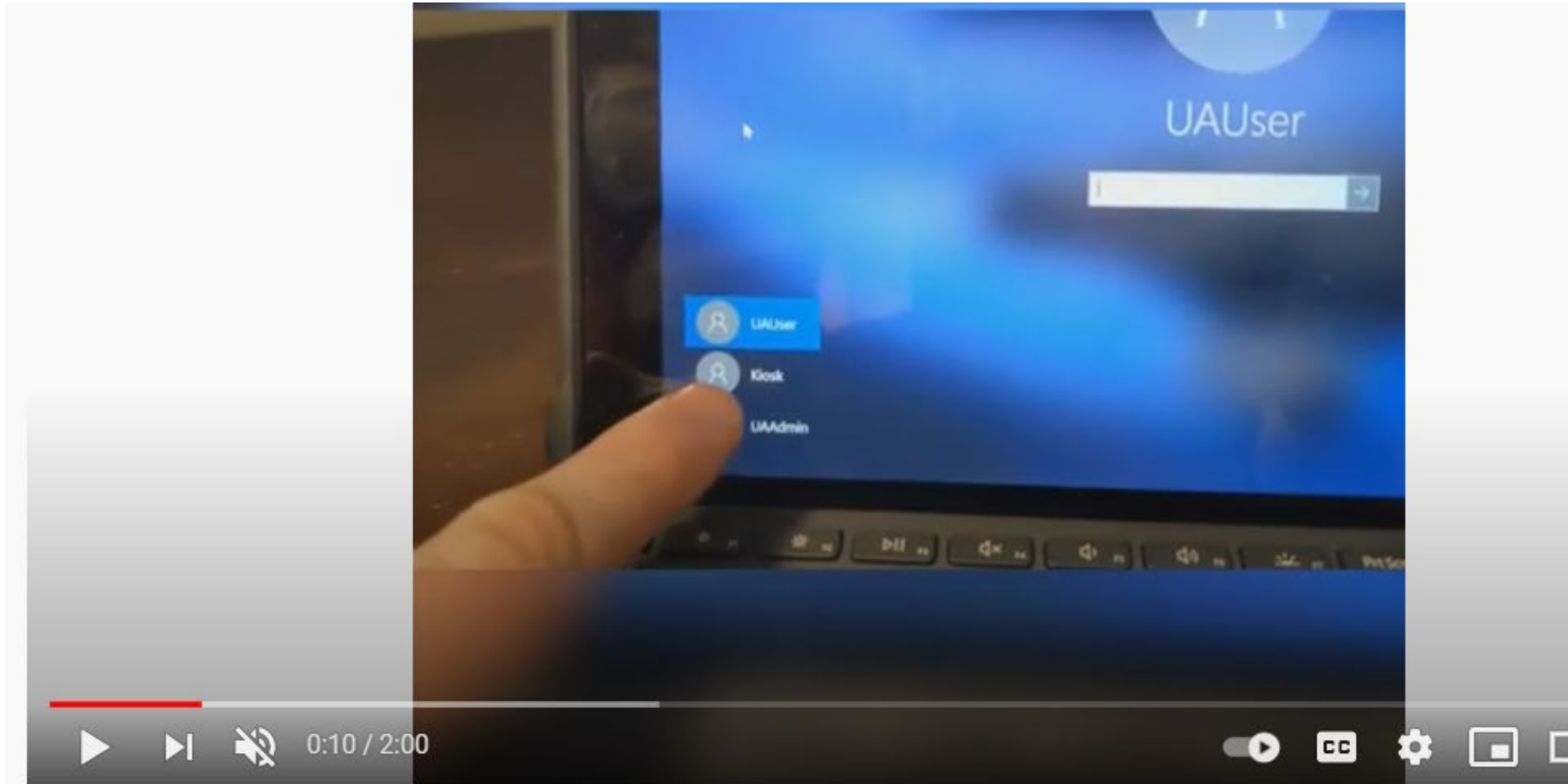
Android



တုၤလၢနအိၣ်ဒီးပုၤသုတၢ်ဖိအမံၤဒီး
တၢ်ခူသုာ်ဝံၤန့ၢ်ပာ်အီၤလၢအလီၢ်
ဘၣ်ဘၣ်တက့ၢ်, ဒ်သီးတၢ်ခူသုာ်သု
အသးကန့ၢ်လၢဆူညါအဂီၢ်န့ၢ်လီၤ.

In-Language Videos

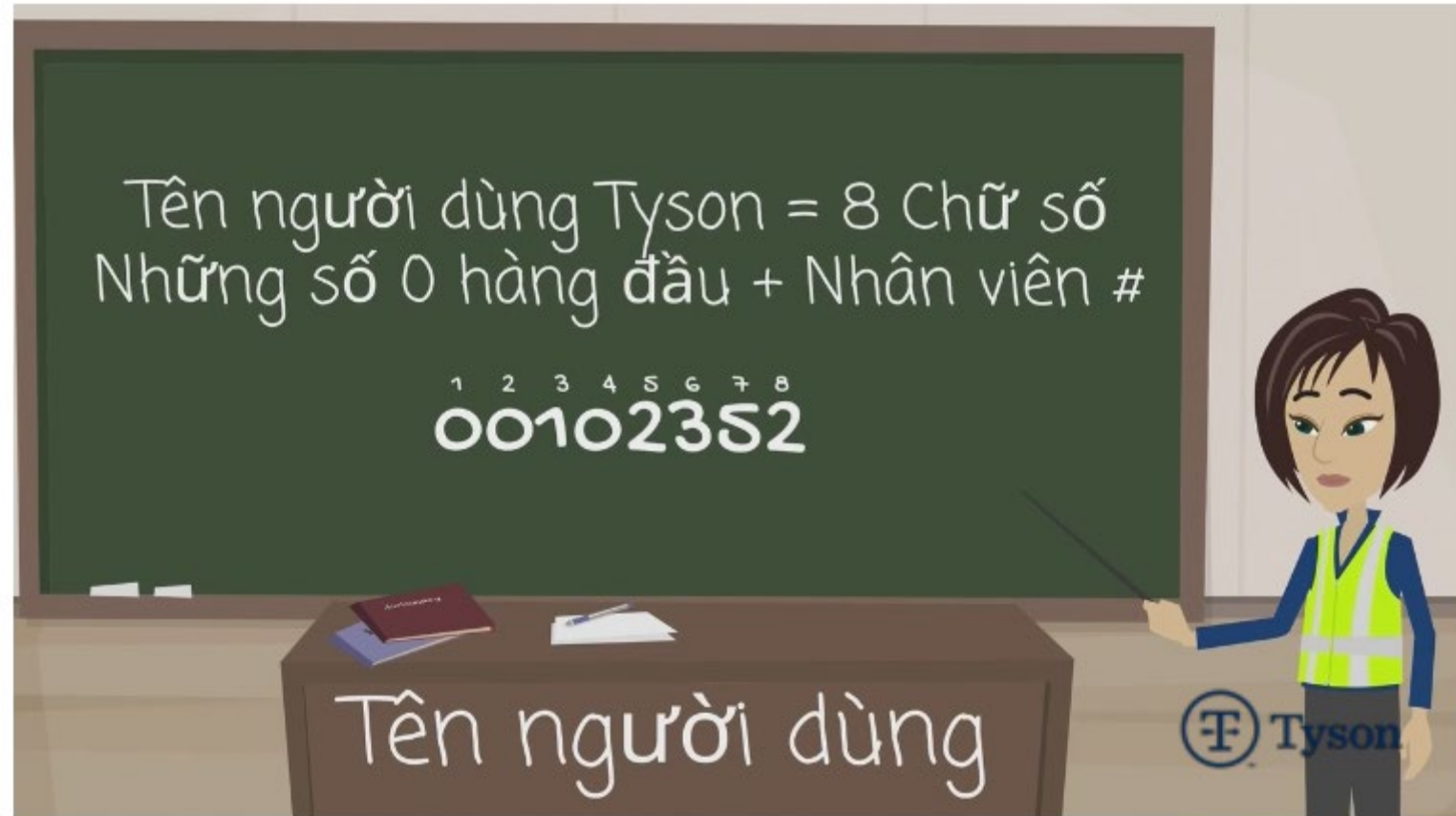
Digital Access for Lowest Levels, cont.



Cómo Iniciar Sesión en el Nuevo Perfil UAUser (How to Sign In To New UAUser Profile - Spanish)

Username Log-in Curriculum

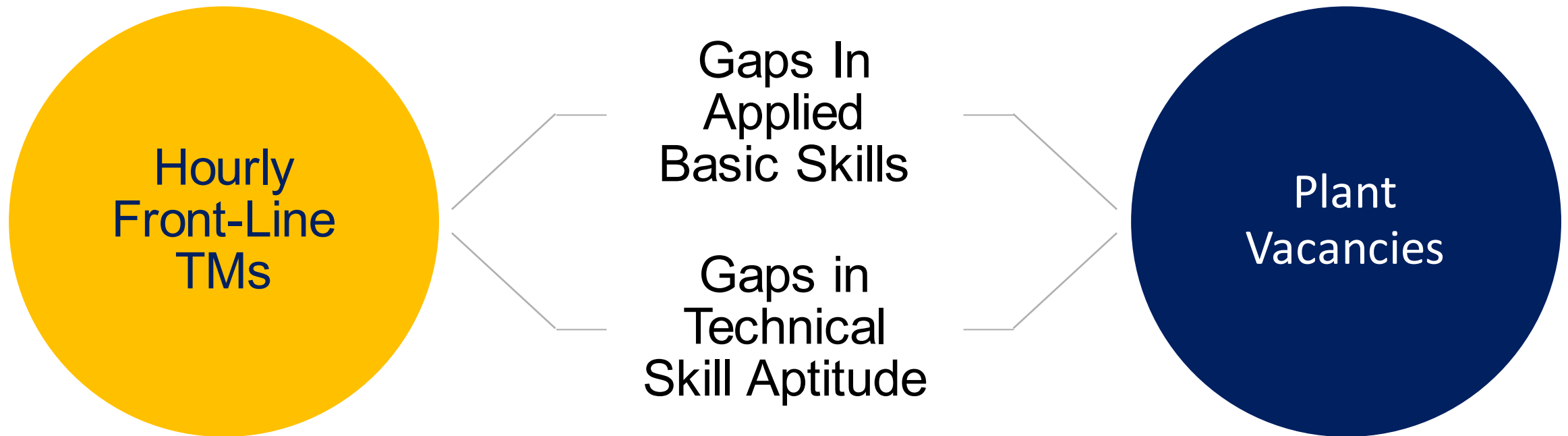
- Familiarity with Roman alphabet and numbers
- Special characters (\$,#,@,^,)
- Keyboarding commands: “hit enter,” “hold the shift key down,” “click”
- Cultural competency of login security and password conventions



Advancement Equity

Filling Critical Vacancies with Internal Talent

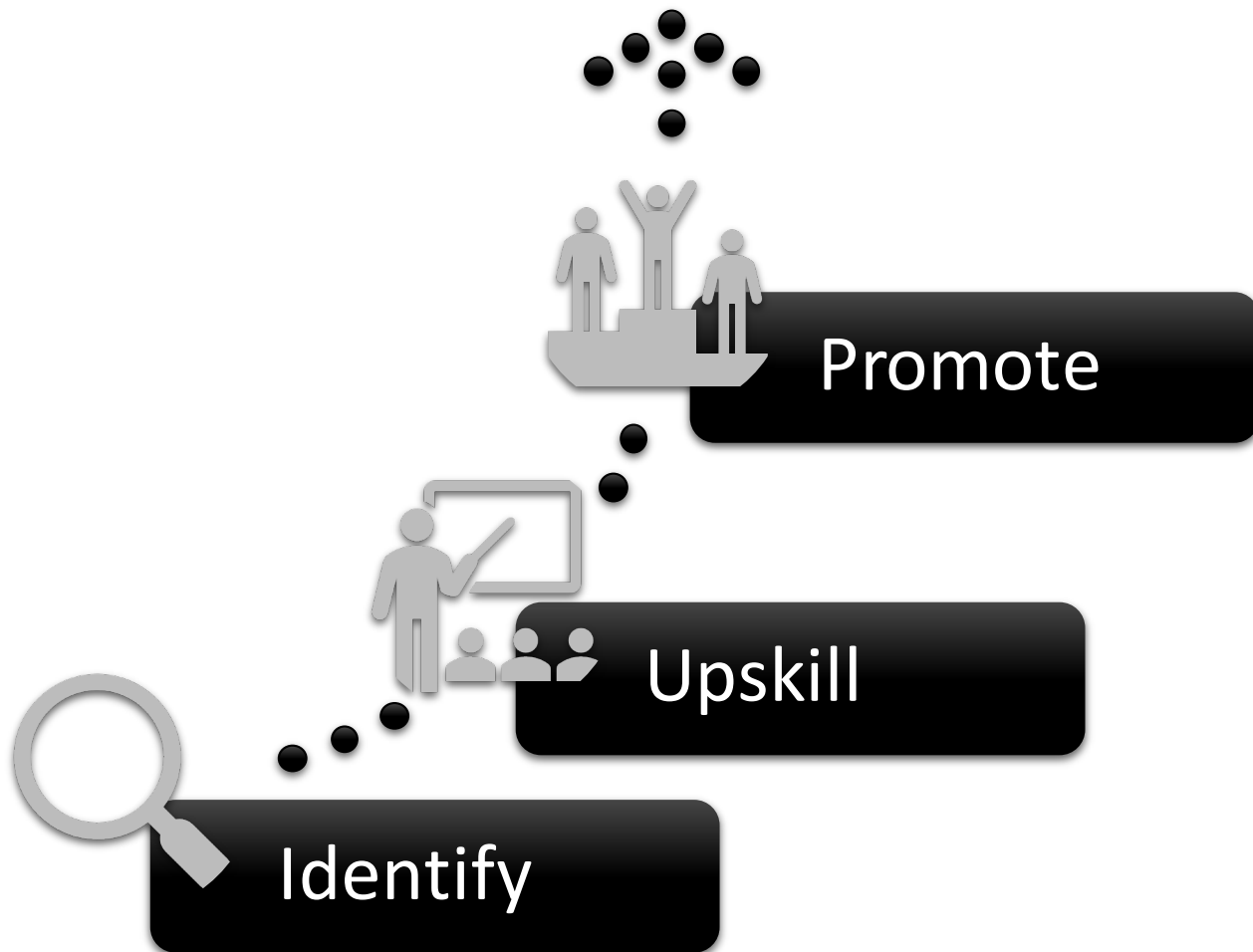
Addressing the Gap



Pathways Objectives



Equity and Awareness



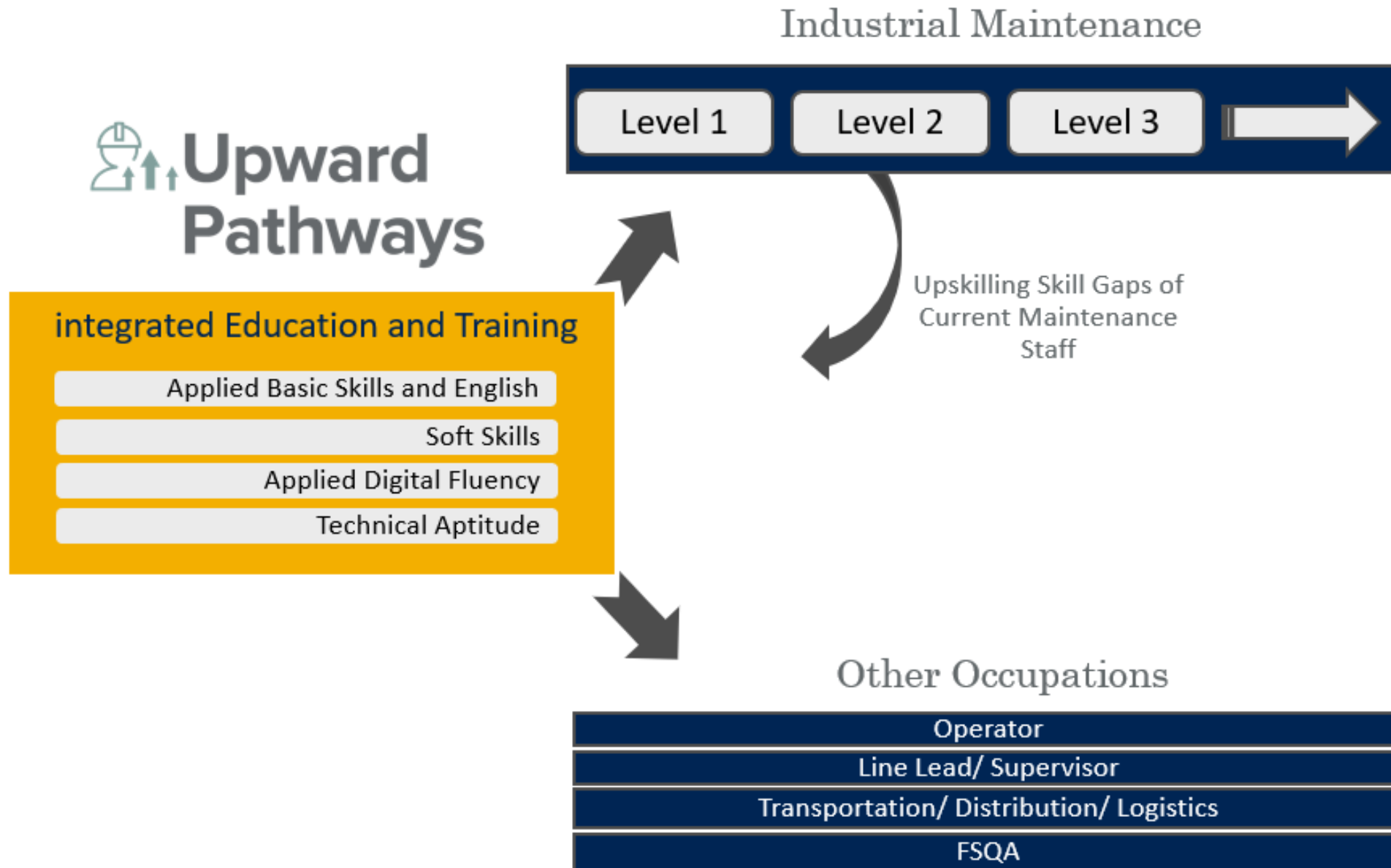
Driving Tenets

- Foster Equitable Promotion Process
- Generate Awareness on Trapped Potential from the Front-line
- Standardize Across Plants, with Local Customization
- Partner with Human Resources and Business Unit Trainers
- Foster Opportunities for Growth
- Build Commitment/ Retention

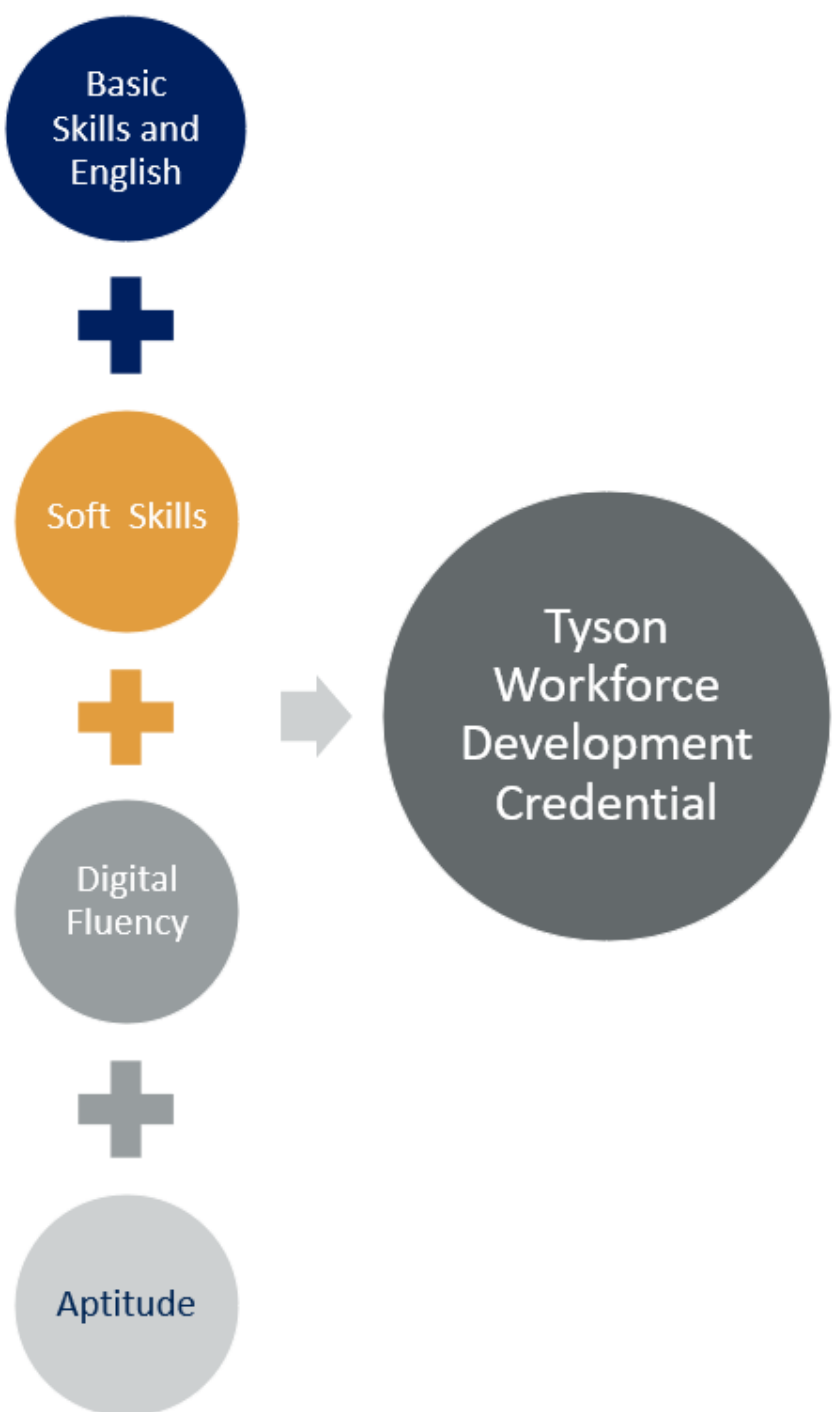
Upward Pathways Pilots

State	Plant	Business Unit	Provider
Nebraska	Dakota City	Fresh Meats	Northeast Community College
Arkansas	Green Forest	Poultry	North Arkansas College
Arkansas	Berryville	Poultry	
Alabama	Albertville	Poultry	Northeast Alabama Community College
Tennessee	Goodlettsville	Fresh Meats	Workforce Essential Inc.
Indiana	Portland, Mexican Original	Prepared Foods	Muncie Area Career Center
Texas	Seguin	Poultry	Alamo Colleges District
Kansas	Finney	Fresh Meats	Garden City Community College
Nebraska	Omaha/Millard	Prepared	Metropolitan Community College
Iowa	Council Bluffs	Fresh Meats	

How it Works



Workforce Credential



- Signal to HR Managers that worker has the foundational skills needed for promotion
- In development with JFF
- Upward Pathways pilots will inform design
- Objective measures across four competencies
- Integrated with Tyson talent management system POKA

Questions

