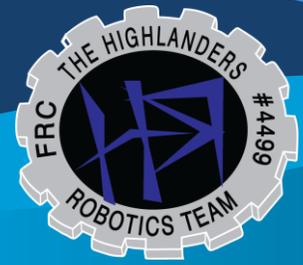


Diversity & Inclusion Program

The Highlanders #4499



EXECUTIVE SUMMARY

The Highlanders are committed to an environment at work that promotes for diversity amongst members and assists students in balancing robotics and family. The Highlanders is a team where students are valued and have the chance to succeed thereby increasing organizational capacity to achieve goals and inspirations.

1. Situation and analysis

To enhance 4499's ability to carry out its mission we make diversity management a priority for members. 4499's diversity management strategy is based on a commitment from mentors, alumni, and students. 4499 is committed to be a team of a highly-qualified, diverse, dedicated, and effective workforce. Pursuing this commitment requires being open to new ways of thinking about employee motivation and staff development.

2. Program measures

4499 discourages all forms of discrimination, directly or indirectly. 4499 helps make the best use of diversity in the workplace.

3. Program Objectives

The Highlanders follow our objectives for building and maintaining a successful diversity management plan.

- Building a talented dedicated and diverse workforce
- Improving communication throughout our teams's policies
- Motivating students to reach their highest potential and understand diversity opportunities inside and outside the team
- Encouraging students to offer their views and suggestions toward achieving program and organizational goals without threat of retribution
- Respecting and appreciating individual differences
- Increase awareness, build mutually rewarding relationships and foster collaboration with a broad range of business, community, and foundation leaders and other individuals from diverse backgrounds, perspectives and experiences

Role of All Students

- Support the principles of diversity management

- Respect others, including differences and similarities in views, styles, backgrounds, etc.
- Fully participate in the team's efforts to foster greater organizational effectiveness and efficiency through the application of the principles of diversity management

4. Strategy and Execution

4499 continues to engage within the community but specifically we focus on the STEM education for elementary through high school robotics programs. These programs offer students with a range of backgrounds and locations. We mentor and participate in events each year.

- 4499 supports our members to work remotely, allowing each individual the flexibility for work location, times and family support.
- 4499 also provides a mentorship program for alumni to mentor students to increase their knowledge and allow peer development.
- 4499 offers internships for high school students and to work closely with current employees with our main team sponsor, Neaera Consulting.

5. Accomplishments & Conclusions

4499 measures success in overall team knowledge and milestones. However, team's accomplishments can also be shown by winning awards.

Member accomplishments

- 100% graduate high school
- 97% go on and attend 4-year college and major in STEM degrees
- 3% join the Armed forces
- 11 students have been part of internships in high school

Event accomplishments

- 2 Engineering Inspiration awards
- 3 Chairman's awards
- 2 Woodie Flowers Finalists
- 3 Deans list finalists
- 1 World division award Winner
- 1 World Championship Finalist Winner
- 1 Regional Alliance winner

6. Schedule & Events

4499 volunteers within our community and supports Colorado First outside of building robots. Currently we have several opportunities to volunteer coming soon.

April 2nd – First Lego League Explorer