



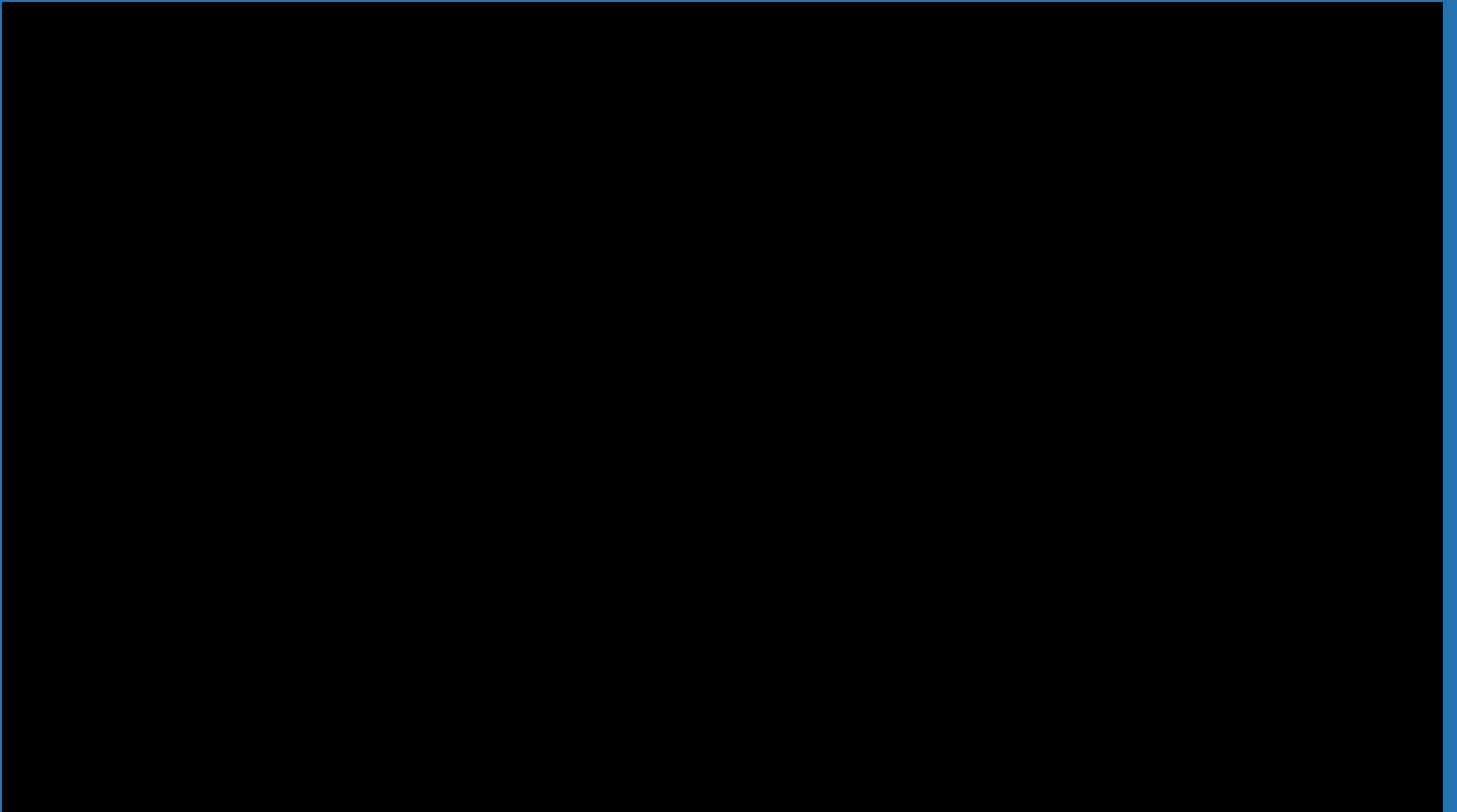
Graham Packaging Company  
October 2023

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# Diversity, Equity & Inclusion



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Packaging



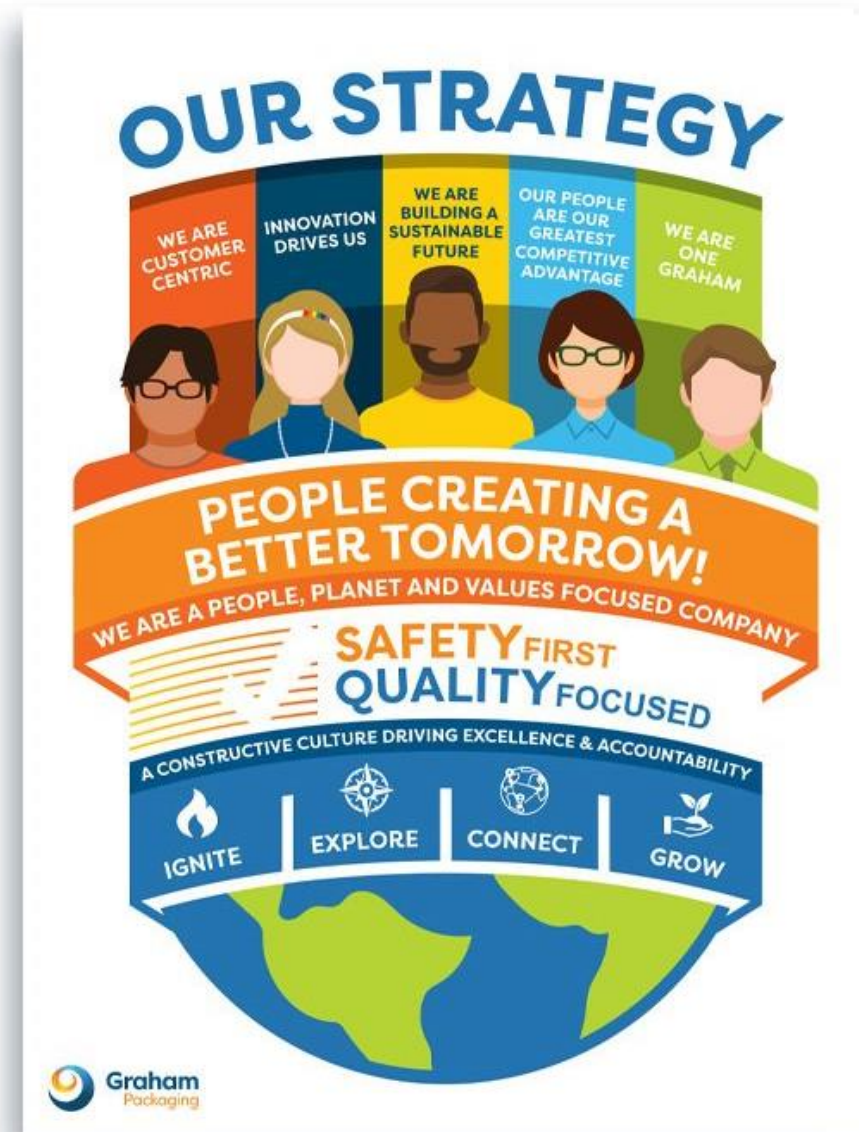


**We have great products,  
great processes and  
systems, and great  
customers... but without  
our people, nothing gets  
done**

**(I believe in what I do)**



Start Where they are...



# “Alexa... who are the 10 richest people in the world?”

1. Elon Musk
2. Jeff Bezos
3. Bernard Arnault
4. Samuel Irving Newhouse Junior
5. Bill Gates
6. Larry Ellison
7. Warren Buffet
8. Lawrence (Larry) Page
9. Steve Balmer
10. Serge Brin

# “Alexa... who are the 10 richest people in the world?”

- |                                  |   |
|----------------------------------|---|
| 1. Elon Musk                     | White Caucasian Male                        |
| 2. Jeff Bezos                    | White Caucasian Male                        |
| 3. Bernard Arnault               | White Caucasian Male                        |
| 4. Samuel Irving Newhouse Junior | White Caucasian Male                        |
| 5. Bill Gates                    | White Caucasian Male                        |
| 6. Larry Ellison                 | White Caucasian Male                        |
| 7. Warren Buffet                 | White Caucasian Male                        |
| 8. Lawrence (Larry) Page         | White Caucasian Male                        |
| 9. Steve Balmer                  | White Caucasian Male                        |
| 10. Serge Brin                   | “Sorry, I don’t have an answer for that...” |

# Serge Brin

# Born in Russia . . .







## Get Organized

- Establish DE&I Council
- Train the Council
- Define the mission



## Set an Intention

- Build aspirations into policies
- Decide how to measure success



## Assess Where you Are

- Ask the people how we're doing
- Chart the Course (3-year DE&I Strategy)



## Start Taking Baby Steps

- Implicit Bias Training
- “Blue Culture”
- Recognize Holidays
- “DE&I Month”
- “You, Me, We Belong”
- Think global, act local
- Involve Everyone: Women Empowerment, Race against Racism, Walk a Mile
- Enhanced benefits
- Next up: Micro Aggression Awareness









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