In 2020, CEI engaged a consultant to help build a long-term, sustainable Diversity, Equity and Inclusion (DEI) strategy and framework that will drive a more diverse and inclusive workforce at all levels of the company.

CEI’s DEI focus is on assessing where we are today, and establishing a multi-year strategy that allows us to get to where we want to be in the future. Some specific steps we’ve taken to date include:

**REQUIRED DEI TRAINING**
- Using a custom video within the company’s Learning Management System, CEI has mandated DEI training for all new employees during the on-boarding phase.
- All existing employees at CEI are undergoing mandatory DEI training.

**TALENT ACQUISITION STRATEGY**
CEI partnered with Mogul, an innovative talent acquisition platform that helps companies attract, source and hire diverse employment candidates.

**UPDATES TO ANTI-HARASSMENT & ANTI-DISCRIMINATION POLICY**
- CEI’s updated Anti-Harassment and Anti-Discrimination Policy includes clearer expectations, outlines accountability and lists even more avenues to address issues.
- CEI has established a dedicated email/phone number to report concerns, in addition to traditional channels.