

Global Gazette

The latest news, updates, and announcements

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Quote of the Month:

"I didn't learn to be quiet when I had an opinion. The reason they knew who I was is because I told them."

– Ursula Burn, CEO Xerox



February: International Day of Women in Science

This February we are showing some love for International Day of Women and Girls in Science. Global recognizes that the gender gap in the STEM industry has persisted all over the world. Studies have shown that math anxiety disproportionately affects girls although gender-related differences in math performance are small or non-existent. This is a huge obstacle for girls developing critical skills needed for a career in STEM. The key factors that perpetuate this gender gap come from a history of stereotypes, a discriminating culture, and a lack of recognition of female role models in science. This month Global is a proud donor to a local organization working to break down these barriers and be a resource for young girls interested in science. Girls 4 Science is a Chicago-based non-profit that hosts a free 6-week program that fosters self-confidence and promotes science exploration through field trips, mentorships, and scholarships. This program was created by Jackie Lomax, who found a lack of resources for her daughter who was interested in a career in science. With the support of the local community, more than 1,000 girls have participated in the Girls 4 Science Academy.

2023 KeHE Summer Show



Earlier this month Global's sales and marketing teams attended the 2023 KeHE Summer Show in Nashville, TN. With full in-person participation, we were able to attend this show with 14 vendors and 21 international retailers. The 2-day event featured hundreds of brands across a variety of categories.

Spotlighted in the New Product Showcase are some of Global's brands: Jordan's Skinny Mixes, Clean Simple Eats, Caloless, Small Axe Peppers, and Lively Harvest. In the Fresh Marketplace, attendees enjoyed fresh al-dente pasta from the hot bar served by Mazzone Pasta. As a special treat to end the first day of the show, Jordan's Skinny Mixes sponsored the Exhibit Happy Hour giving guests a taste of summer with their signature Original Margarita and Georgia Peach Margarita.

The second day of the show started with the KeHE Serving Goodness event where participants helped pack 1,000 Blessings in a Backpack to help feed children at risk of going hungry on the weekends throughout the Nashville area. Additionally, each badge of the show that was distributed contained a token that represented a \$10 donation that KeHE would make on the attendee's behalf to their chosen KeHE Cares partner: Pie in the Sky, Hunger's End, The Friendship House, and Burke United Christian Ministries.

The event ended with the After Show Party at Jason Aldean's Kitchen and Rooftop Bar serving up delicious food, refreshing drinks, and live music all night long! The Global team had a great week at the show and look forward to the KeHE Holiday Show in June. If you are interested in attending the Holiday Show with Global be sure to reach out to Maggie or Nathiely!



Global's B Corp Presentation at ISU

On February 21st Global was invited by Dr. Gary Hunter at Illinois State University's Business School to present to his class on Global's journey to B Corp Certification. We are honored to have been a part of his course and to give an inside view of the process of applying to become a B Corp. By adding the B Corp Certification to their curriculum, professors like Dr. Hunter are helping to raise awareness for the B Corp movement within a vital demographic. Companies can become B Corp Certified through the non-profit, B Lab, which creates standards, policies, tools, and programs that shift the behavior, culture, and structural underpinnings of capitalism. Making an impactful change will come through long-term participation at all levels of business. Now is the time to lay the groundwork for engaging the next generation that is entering the workforce in the coming years.



Researchers at Stanford define the average person in Generation Z as a self-driver who cares deeply about others and strives for a diverse community. This generation is highly collaborative and values relevance, authenticity, and flexibility. Gen Z understands inherited issues like climate change but has a pragmatic attitude about the work that has to be done to address these issues. As young college graduates are exposed to the idea of businesses that are putting people over profit, we empower this group with the ability to make a change and advance the B Corp mission in new ways.

ILLINOIS STATE UNIVERSITY

Global was proud to share with this class all the ways that our B Corp journey empowered our business. This certification came as the foundation of our CSR Department was being laid which made B Lab an influential resource by giving us more tools to improve our company's practices. Our employee wellness programs and corporate donation structure are just the beginning of our B Corp journey, we are excited to continue utilizing this community and learn new ways to make change.

Reflections and Improvements

Biannual Staff Happiness Survey

- 100% participation
- Accessibility across leadership
- Followed up with a full team meeting to share action items that address concerns raised in the survey

Electric & Waste Audit

- A full office electric and waste audit was conducted by the CSR Consultants to identify opportunities for improvement
- The results included targeted workshops for employee education, energy efficient options in office, and a new tracking protocol to help set and review our ESG goals

Work Culture Highlights

Healthy Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Wellness Every full-time employee receives an annual wellness check and a 15-minute break to take care of themselves.

Work in Community Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Environment Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Leadership Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Innovation Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Diversity Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Inclusion Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Equity Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Justice Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Sustainability Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Resilience Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Adaptability Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Flexibility Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Creativity Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Collaboration Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Teamwork Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Communication Every staff member is encouraged to take the time to develop their own skills to further their own skills.

Work in Problem Solving Every staff member is encouraged to take the time to develop their own skills to further their own skills.

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Verification Stage

Jan. 22

Verification Queue

- Submitting income statements, employee handbook, and a Verification Template provided by B Corp
- Further evaluations of questions in each section of the assessment with documentation

Jul. 22

Verification

- Actual business review call with verification analyst
- Provide follow-up documentation discussed in the review call
- Sign B Certification Agreement
- Pay Certification Fee

Aug. 30th

B Corp Resources

Impact Improvement Program

- An 8-week program designed to help B Corps understand why and how to implement leading social equity practices and principles within their businesses
- 2-hour weekly lessons provided by expert partners on how to implement practices based on 8 topics including open hiring practices, inclusivity in organizational leadership, board diversity, living wage analysis, and equitable building benefits
- Weekly office hours with expert coaches, tools, resources, and connections to continue to do this work during and beyond the course of the Program

Inclusive Hiring

Leadership Needs of Midsize Managers