

JUSTICE, EQUITY, DIVERSITY AND INCLUSION AT BIOLITE

Through the dedication and collaboration of the People & Culture, JEDI, and USAWA teams, BioLite continues its commitment to building a more equitable workplace and industry. Key initiatives from 2022 include:

Enabling Upward Feedback: JET Program Launched

- Our annual company-wide engagement survey revealed that teammates wanted more frequent opportunities to provide feedback to managers.
- Pilot JET program ran from May to November 2022 with 31 managers reviewed, 280 reviews completed, and resulted in 31 hours of manager coaching.
- Taking forward into 2023 as a key initiative for building a culture of feedback at BioLite

Tracking Self-Reported Demographics with Bamboo HR

- The P&C Department launched an HRIS (Human Resources Information System) which along with housing all employee information also allows for employees to self-identify and share demographic information
- This enables teammates to share information they are comfortable with and avoids the potential for harmful or incorrect assumptions.

JEDI Team Highlights (US Office)

- New JEDI (Justice, Equity, Diversity Inclusion) working groups solidified around Trainings, Community Conversations, and Company-Wide Communications.
- Trainings: The global team participated in a Power of Identities workshop with Nadia Jones of Culture Cypher
- Community Conversations: Speakers shared their experiences on topics related to BioLite and inclusion work. Stacy Bare and "The Emotion of Awe," a discussion on the healing power of the outdoors. Manny Almonte and "Wood Hood" film screening and discussion on BIPOC-lead mentorship group, Camping to Connect. Shelma Jun and Going Beyond "Everyone is Welcome," case studies and discussion on creating intentional inclusive spaces.
- Company-Wide Communications: Ongoing efforts bringing inclusivity, wellness, and diversity information and resources to team members in New York, Nairobi, and working remotely.
- Expanding Our Numbers: At the end of 2022, the JEDI group expanded its numbers to include 10 employees - representing 7 teams and 5 departments across BioLite

Usawa Team Highlights (Kenya Office)

- The Usawa Committee (usawa means 'equity' in Swahili) is made up of a representative from each of the five departments on the Emerging Markets team
- Objectives of the Usawa Committee are to surface questions and concerns from the team and engage with leadership to improve communication and policy solutions around priority issues.
- Recent achievements include a new job classification framework that helps employees understand their job position and the specific attributes required for potential promotion, salary harmonization, and kickstarting more collaboration with the JEDI team.

2022 BioLite Grant & Gear Recipients Include:



Eastern Sierra Conservation Corps is a development and leadership program committed to building a stronger and more inclusive community.

easternsierracc.org



Camping to Connect is a BIPOC-led experiential mentorship program that uses outdoor recreation and nature immersion to address the diverse issues faced by young men of color in America's cities—from mental health to healthy masculinity. A fellow NYC-born organization, BioLite is proud to have a multi-year longstanding relationship with Camping to Connect.

campingtoconnect.com

POWER TO SEE YOURSELF ON THE TRAILS

Lighting A Path Forward with LGBTQIA+ Runners

MOUNT ST. HELENS, WASHINGTON

In 2022, BioLite Ambassador Ryan Montgomery founded Out Trails – a community of LGBTQIA+ trail runners that promotes and celebrates diversity on trails. As someone who hasn't always felt safe nor welcome on the trails, Montgomery realized that there was a need to create more community for queer runners.

"As a white, genderqueer person, I generally run outside without concern or fear. However, I definitely have encountered people calling out my nail polish or the way I was dressed. I have heard countless stories of transgender friends not exploring the trails in new areas due to hostile situations or other concerns for safety."

Montgomery realized that queer trail runners are everywhere, but organized events or meet-ups are hard to come by, if any. Thus, Out Trails was created.

While Out Trails is currently hosting Monthly Group Runs in Seattle and Salt Lake City (expanding to more cities in 2023), its flagship event is the LGBTQ+ Running Retreat, a three-day retreat that celebrates queer community while delving deep into an incredible landscape.

On a weekend in October 2022, a group of 55+ LGBTQ+ identifying runners arrived at Mount St. Helens in Washington, many alone, for Out Trails inaugural LGBTQ Running Retreat. The weekend took runners along the famed Loowit trail, which circumnavigates Mount St. Helens, crossing the "blast zone" and the moonscape left behind from the largest landslide in recorded human history. Similar trails weave through the surrounding ridgelines around Mt. Margaret and offer up scenes of lush forests and pristine alpine lakes. All these routes and adventures were staged and hosted from Mount St. Helens Science and Learning Center.

After months of planning, promoting, and securing funding, Montgomery's efforts came to fruition with the October-scheduled running retreat. Funding was a significant consideration for this event because in order to remove some barriers for participation, scholarships were offered to 20 recipients via an application process and panel review. With the support of BioLite and other major brands in the outdoor industry, the scholarships included full-registration costs as well as many essential gear items needed to safely and confidently take to the trails – BioLite in particular was proud to light the way with HeadLamps for every runner.

Montgomery shared, "I think for many of the participants, for the first time in their lives, the running retreat allowed them to see themselves in trail running – and to realize that is everything we want as trail runners and outdoor adventurers. Can you imagine the impact of being able to run with somebody like yourself, perhaps for the first time? That is powerful."

As the demographics of activities outdoors continue to grow and evolve, groups like Out Trails and leaders like Montgomery are guiding the way in making more communities feel included and welcome.

"This weekend sparked healing for my identities that I didn't know I needed."

OUT TRAILS PARTICIPANT



PEOPLE FIRST

DEI & Community Partnerships

Through the dedication and collaboration of the People & Culture, JEDI, and USAWA teams, BioLite continues its commitment to building a more equitable workplace and industry. Initiatives from 2023 include:

- 1. Centralized Feedback:** BioLite continues to prioritize creating a culture of feedback and, in 2023, transitioned all employee experience tools to CultureAmp. Employees now have centralized access to performance reviews, goal tracking, the company-wide Engagement Survey, and JET - a program for delivering upward feedback to managers.
- 2. Increased Transparency:** BambooHR allows employees to easily access their information and provide self-identifying demographic information. Our HRIS (Human-Resources-information-System) also links to Pave, a tool that helps employees understand their Total Compensation package, including base pay, bonus, equity, health benefits, and more.
- 3. JEDI & USAWA:** Our two employee groups have continued to champion inclusion work at BioLite by working with managers and leadership to improve employee policies and ensure that BioLite is a fair and inclusive employer.

Each year the BioLite team partners with community organizations and individuals leading the way in diversifying the outdoors. From intimate retreats to season-long trail work crews to thru hikers crossing the country, finding ways to support these groups is essential to us as a social enterprise.

2023 Grant Recipients:

- [Adaptive Climbing Group](#)
- [Camping To Connect](#)
- [Eastern Sierra Conservation Corps](#)
- [Out Trails](#)
- [Thru Hike Syndicate](#)

Gear Recipients:

- [Boyz N The Wood](#)
- [Latino Outdoors](#)
- [Koreatown Run Club](#)
- [The Speed Project](#)

@campingtoconnect



@thruhikesyndicate



@koreatownrunclub



▼ @demboynthewood

