

# A LETTER FROM ED STACK

Dear Teammates,

I wrote to you in [June](#) about committing to make DICK'S Sporting Goods a more inclusive and diverse organization, and I included specific action plans to drive change at our company.

Since then, I am proud to say that we have made good progress in accelerating our inclusion and diversity efforts throughout our company. Our leadership team and hundreds of other teammates have put their hearts and energy into helping us foster a work environment where our teammates and athletes feel respected, heard, and valued for their unique perspectives and experiences.

Today, I want to share some important updates:

- **Over the past few months, we organized our efforts around five strategic priorities:** Educate, Hire & Develop, Power of our Business, Civic Action, and Insights & Analysis. We launched 19 Impact Teams to accelerate these priorities and have already delivered progress in several areas. Some examples include adopting new recruitment procedures to build a more diverse workforce, strengthening our zero tolerance stance, rolling out inclusivity training across our organization, and more. A full update on this work and what's to come will be shared in the coming months.
- **Throughout the summer, we recognized important celebrations and holidays with our teammates,** like Pride Month, Juneteenth, the 30th Anniversary of Americans with Disabilities Act, National Hispanic Heritage Month and the Jewish High Holy Days. Moving forward, we will continue to join our teammates in observing these diverse events and educating those who are unfamiliar.
- **In July, executive leadership began traveling to stores across the country to participate in Dialogue Circles with teammates,** who opened up about the challenges they're facing as a result of systemic racism and the pandemic. To provide teammates across the company with the opportunity to participate in these honest conversations in a safe space, our I&D Council rolled out virtual Dialogue Circles in September. Teammates who are interested in participating in a Dialogue Circle can do so by registering [here](#).
- **In August, I joined the [Retail Industry Leaders Association's Diversity & Inclusion Executive Committee](#)** to work alongside like-minded retail executives in driving I&D work forward across the industry.
- **In the last three months, we brought a much-needed, diverse perspective to our board of directors,** adding two men of color, [Larry Fitzgerald, Jr.](#) and [Sandeep Mathrani](#), and one woman of color, [Desiree Ralls-Morrison](#).
- **On October 1, we began hosting a series of Diversity Panels.** These panels will bring together leaders and teammates across the company for compelling conversations about overcoming adversity in the workplace. Along with sharing their individual stories and perspectives, the panelists will offer guidance on how you can support and advocate for inclusion. More information can be found [here](#).



- **Also, later this month, we will publish this year's Purpose Playbook** and publicly share several of our commitments to inclusion and diversity.
- **And finally, starting in 2021, we will officially recognize Martin Luther King, Jr. Day as a company holiday.** The CSC and our DCs will close for the day (Monday, January 18, 2021), and stores will remain open with eligible store teammates receiving holiday pay. We are also exploring day of service opportunities for teammates who wish to give back to their communities on this day and will update you with further news on that topic.

We know we still have work to do, but it's encouraging to see the progress we've made in these few months. The board, the entire leadership team and I remain committed to these efforts and thank you for all of your contributions to this journey.

Sincerely,

Ed



# DSG CARES



## CARE

- » [With your Express Scripts prescription plan, it's easier than ever to get your flu shot this fall. Learn more.](#)
- » [2021 Benefits Annual Enrollment begins 11/2! Enrollment materials will be sent via email, so be sure to update your email address: My Locker > myHR > LAUNCH My HR > Personal Details > Contact Details. You MUST re-enroll if you want Medical coverage or a Flexible Spending Account in 2021.](#)
- » [Breast Cancer Awareness Month](#)



## PERFORM

- » [Interview and Selecting Talent – Virtual Instructor Led Training Session](#)
- » [Dialogue Circles & Diversity Panel Series](#)
- » [COVID-19 Halloween Safety Guide](#)



## COMMUNITY

- » [You care about honoring the rich history of Indigenous Peoples' Day. So do we. In celebration of this important holiday on 10/12, our I&D Council shared educational resources.](#)
- » [Microaggression – what are they, how do we experience them and how do we navigate them? Watch this video to learn more.](#)
- » [Celebration of Hispanic Heritage Month throughout the organization](#)

## DID YOU KNOW?

DICK'S is committed to ensuring that you have #TimetoVote by giving you the flexibility to get to the polls on Election Day, 11/3. See [DSGN](#) for helpful resources and information.

**LIVING THE AMERICAN DREAM** - Teammate Sushil Singh recently became a citizen thanks to an assist from DSG. Learn more about Sushil's journey and get to know his wonderful family by [reading his story](#).

**HIGHLIGHTS** - [Bringing inclusion to life event](#)

## COMMUNICATION SURVEY

**REMINDER:** If you have not completed the **Communications Feedback Survey**, time is running out. Take the brief survey [here](#) by 10/24, and you'll be entered into a raffle to win a prize!

### Employee Assistance Program

DSG offers resources to help teammates manage their mental health 24/7.

Call: 800-337-9852

Online: [GuidanceResources.com](#)

### Working Remotely

[Work remotely tips & tricks](#)

Contact the [Technology Service Desk](#)

### COVID-19 Resources

[CDC Website](#)