

Global Gazette

The latest news, updates, and announcements

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Quote of the Month:

*"Diversity is being invited to
the party; inclusion is being
asked to dance."
–Verna Myers*



May: Cinco de Mayo

Cinco de Mayo is a holiday that has become popular in the U.S. to celebrate Mexican culture and heritage. The 5th of May commemorates the Mexican army's victory over France at the Battle of Puebla in 1862. This event also influenced U.S. history as some historians believe that losing this battle could have led to a different outcome for the American Civil War. While it is a significant day in Mexican history, it is often misrepresented in the U.S. as a celebration of Mexican Independence Day, which is actually on September 16. Historically, Cinco de Mayo was utilized by the Chicano Movement in the late 1960s as a symbol of social and cultural pride. Starting with the civil rights struggle the holiday gained popularity after a settlement between Chicano activists and the Coors Brewing Company over a boycott brought on by labor discrimination. Coors donated more than \$350 million to Latino organizations and helped begin the commercialization of the holiday. This month Global celebrated Cinco de Mayo with a donation to a familiar organization, the Hispanic Scholarship Fund. We are proud to support this non-profit with another donation and further its mission to provide over \$25 million in scholarships and college prep services to 12,000+ students.

Global's First Retiree: Mike McGuire



This month Global is bidding farewell to Mike McGuire, who retired after spending the past four years helping to develop and lead our Domestic Sales team. It's always bittersweet to say goodbye to a colleague, especially one who has made such a significant impact on the company.

Mike's retirement marks the end of an era, but his legacy will undoubtedly live on through the inspiration he provided to his colleagues. Working with Mike was a unique experience because he saw every opportunity as a chance to teach and mentor his team, inspiring them to grow and excel. The expertise and experience he has passed down will help shape the future of the company. Mike played a crucial role at Global helping to grow our domestic accounts and set our sights

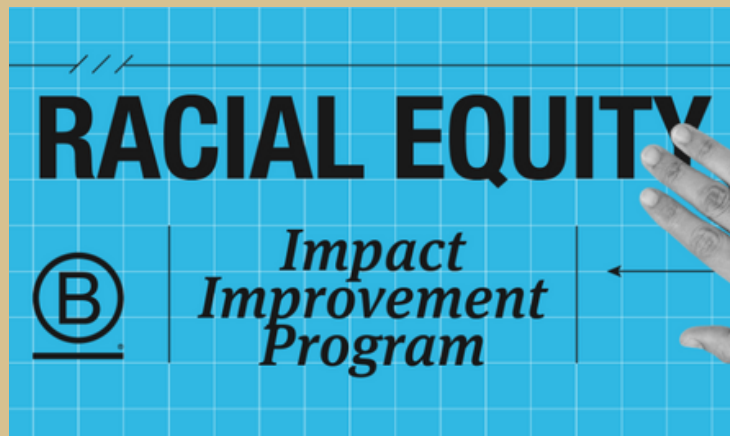
on higher and higher sales goals each year. Undoubtedly, the strong relationships that he has built with clients will continue to benefit Global, even after his retirement.

As a last farewell, Global hosted a retirement dinner with Mike and the team to present his retirement gifts and share some of our favorite memories together. Our team is grateful to have Mike as part of our Global family and although we will miss his presence in our office, we're excited for him as he embarks on his next journey. We wish him all the best in retirement and thank him for his many contributions to Global.



Racial Equity Impact Improvement Program by B Lab

Global is proud to have been a participant in the pilot cohort of the Racial Equity Impact Improvement Program hosted by B Lab US & Canada. Representing Global, Alexis Mordawski our CSR Coordinator, and Felix Villa II, SVP, joined eleven other exceptional companies in this transformative program. Over the course of eight weeks, the cohort engaged with subject matter experts and had insightful discussions led by B Lab's team.



The program encompassed a wide range of DEI topics including open and fair chance hiring, inclusivity in organizational leadership, board diversity, living wage, and pay gap analysis. Each week featured a workshop led by DEI industry professionals, creating an educational and interactive environment that encouraged meaningful conversations and practical applications. B Lab did an excellent job fostering peer collaboration opportunities with a dedicated open-hour session to address specific questions related to implementing the discussed techniques and policies within each participant's business. We commend B Lab for their exceptional facilitation and commitment to fostering inclusive practices.



2021 CEO Blueprint for Racial Equity



One person from each company was also given the opportunity to participate in one-on-one inclusivity coaching from Beyond Inclusion Group focused on leadership. These additional sessions include an Intercultural Development Inventory Assessment, which provides valuable insights into individual mindsets regarding cultural differences and commonalities. The coaching experience delves deep into understanding personal biases and values, promoting acceptance and adaptability towards others. Participants are guided through workplace scenarios that involve cultural differences, fostering personal growth and conflict resolution skills. The ultimate aim of this program is to cultivate an Intercultural/Global Mindset and empower participants to leverage these skills in their leadership roles within the company.