

JUST ONE THING

Submitted by: Mariah Davis, mariah.davis@mascomabank.com

Company/Organization: Mascoma Bank

Type of Organization: For profit business

Number of Employees: 350

Category: Workplace

Challenge or Opportunity: Recent events across the U.S. deliver a stark reminder of the racial inequities that exist in our country. The challenge Mascoma Bank faces is a challenge all organizations and communities face, inequalities. With this challenge, there is an opportunity for educating ourselves to learn more about diversity, equity, and inclusion(DEI) work.

Approach or Solution: A team member led group, CoAlign, promotes an inclusive and respectful work environment and educates team members on DEI practices. Through CoAlign, we have been able to reach team members regardless of location and job position through virtual educational forums. Each month, a forum is presented to educate team members on various DEI topics.

Impact: We have seen an increase in team members interest in learning more about diversity, equity, and inclusion. We are having more honest and open discussions across the entire Bank. For those who have attended a forum, 96% recommend future forums to a colleague and 89% have a greater understanding of the topic that is presented.