1. **What are the current and/or near-future DEIJ-related efforts that your team is working on?**

Recently got everyone to have webcams to help make communication more accessible to all

Feel as though they have a great diversity in their own department

Allocate their budget for continuing education or certifications for advancement with their staff assuring that people have equal access to their own needs for professional development

Making a bigger effort to use proper pronouns

Ergonomically efficient desk spaces (keyboards, mouse, and desk capabilities)

1. **Where do you see opportunities for DEIJ-related growth in your department and its goals and efforts?**

Determining how to create software or protocols for physically abled employees to still be able to use all the programs we have (verbal, visual, physical ability).

Working on creating easier access for remote workers and trying to make signing on to the server a more seamless process

1. **Where do you see opportunities for DEIJ-related growth at Defenders as an organization?**

Making HQ more accessible for those that might be physically disabled mentioned doors, staircases in the event of an emergency and the elevators are unable to work the front door not being button operated and the kitchenette not being able to have access with a wheelchair.

Remote work is not uniform across departments and seems to be mostly dependent on the manager or VPs perception on if the persons’ job allows for remote work. Other factors might have to take negotiating in order to be granted remote workdays and having to facilitate conversations to defend their need to work remotely (financial, family, or commuting availability). While, other departments simply can just ask their VP and it is granted.

Political positions tend to be a topic of heated discussion, this organization identifies as a bipartisan organization but those who identify with the left/democratic/liberal side can be verbal about their beliefs and while open discussion on ones beliefs is encouraged it does take away from right/republican/conservative identifying people to feel as though they can not bring their whole selves to work for fear of retaliation and can feel as though they do not belong. The thoughts of both sides are to be considered and valued and neither side should feel they have to hide their thoughts/beliefs for fear of exclusion from conversations or how others might perceive them. There should be open communication but also inclusivity to all view points and for staff to be more mindful that their thoughts beliefs may be inadvertently excluding others because of this.