




WEAVING DIVERSITY & INCLUSION INTO WORKPLACE CULTURE






About Cintas


- Professional Services industry
- Publicly traded on NASDAQ
- Founded in 1968 by Richard T. Farmer
- Recently named to the prestigious Fortune 500 List
- We get our customers READY for the Workday™ by providing Uniforms, Facility Service, First Aid & Safety and Fire services




900,000+
customers

40,000+
employee partners






5 million+
people go to work every day in a Cintas uniform



400+
facilities
(US and Canada)

6 major manufacturing facilities

9 distribution centers



Understanding What it Means



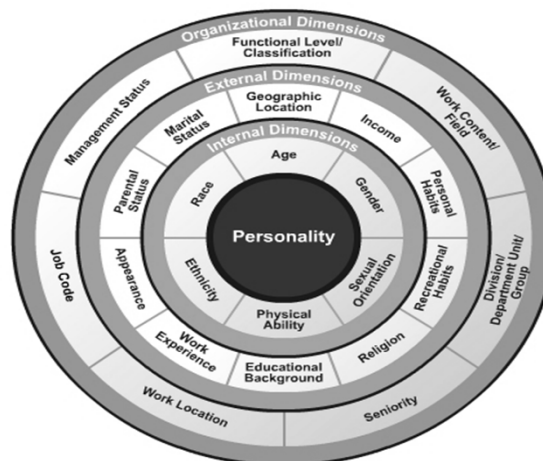
DIVERSITY

Understanding similarities and valuing differences among individuals.

INCLUSION


Realizing the advantages that come about by appreciating and leveraging the talents of an individual regardless of race, gender, religion, disability, sexual orientation, or any other dimension of diversity.

The Diversity Wheel



Adapted from Lee Gardenswartz and Anita Rowe, *Diverse Teams at Work*. *Internal and external dimensions adapted from Marilyn Loden and Judy B. Rosener, *Workforce America*!


Heineken Worlds Apart - Open Your World



DIVERSITY + INCLUSION
CINTAS

'WORLDS APART'


Creating an Inclusive Environment



DIVERSITY + INCLUSION
CINTAS

- What areas are you responsible for?
- What areas do you directly influence on campus where Diversity & Inclusion concepts are directly applicable?
- What areas are your employees responsible for implementing Diversity and Inclusion practices?

Inclusive Leaders	
<ul style="list-style-type: none">• Take time to fully understand the difference between diversity & inclusion• Invest in development opportunities for people managers• Be open to change• Be transparent and vulnerable• Constantly re-evaluate practices	

WE ARE READY	
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Thank You

