

The

LVRG

**DIVERSITY
DISPATCH**

Jan. 2023

Presented by the LVRG Diversity & Inclusion Council

Happy New Year!

Welcome to the January Edition of the Diversity Dispatch! Read on to learn about this month's diverse holidays AND check out our Diversity & Inclusion Council's AMAZING accomplishments from 2022!

Don't forget! Our next bi-monthly Diversity & Inclusion Council Meeting is on Wednesday, January 11th. It will be held at the our Northampton Crossings Red Robin from 10AM - 1PM. If you'd like to sit in on this meeting please email us for more details at:

diversity@redrobinpa.com

Mission Statement

Our Mission is to promote and celebrate the uniqueness that strengthens our Team by providing a safe environment supported by the Burger Love culture of LVRG, while simultaneously giving Team Members the ability to be comfortable and thrive while being their true authentic selves.

Our Vision

Differences Make Us Stronger.

2022 Council ACCOMPLISHMENTS!

- Held diversity shirt contest with winners at QT location/distributed shirt design to all team members
- Confirmed official LVRG Diversity Calendar
- Completed Unconscious Bias Training for all managers
- Formed subcommittees within Diversity Council
- Started ShiftOne initiative
- Started Diversity Dispatch Newsletter and distribute to all stores each month
- Completed diversity teambuilding activities
- Cultivated relationship with MFHA
- Established goals and structure for subcommittees
- Attended DEI courses held by local colleges
- Helped develop Extraordinary Rewards Program
- Attended community events like Lehigh Valley Pride
- Scheduled Red Robin Food Truck at diversity events
- Established official guidelines for Diversity Council membership
- 14 of 20 Red Robin locations are represented on Diversity Council
- Council representatives from Roadies & WingStop

Do you want to join our Diversity & Inclusion Council in 2023?

We meet every other month and are looking for committed team members who want to share their ideas with us! Contact us at:

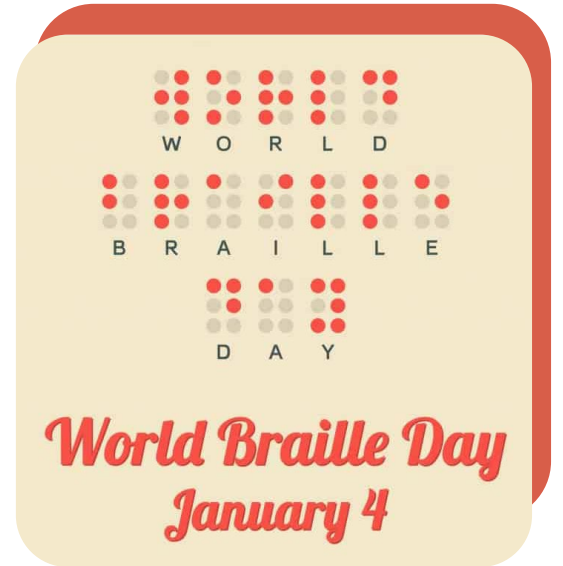
diversity@redrobinpa.com

WORLD BRAILLE DAY

— Jan. 4th —

World Braille Day on January 4 is celebrated to honor the birth of Braille's inventor, Louis Braille. Braille's gift to the world has brightened the lives of millions of people around the world who are blind or visually impaired, and they benefit from his work every day. The day also acknowledges that those with visual impairments deserve the same standard of human rights as everyone else. At LVRG, ALL of our Restaurants have a Braille menu available to guests!

Want to learn more?



WORLD RELIGION DAY

— Jan. 15th —



**WORLD
RELIGION
DAY**

World Religion Day is celebrated on the third Sunday in January every year, and is a reminder of the need for harmony and understanding between religions and faith systems. On this day, communities of different faiths have the opportunity to get together and listen to each other, as well as celebrate the differences and commonalities that the delicate intermingling of culture and religion brings. Did you know there are approximately 4,200 religions around the world?

Want to learn more?

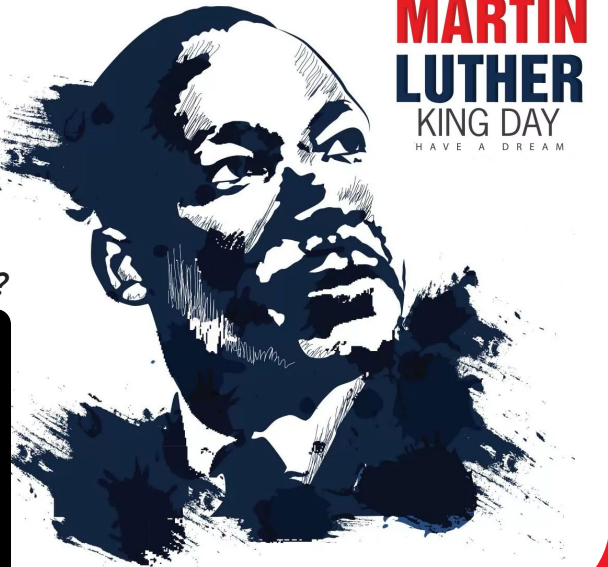


MLK DAY

— Jan. 16th —

Martin Luther King Jr. Day is a federal holiday in the United States marking the birthday of Martin Luther King Jr. MLK was the chief spokesperson for nonviolent activism in the Civil Rights Movement, which protested racial discrimination in federal and state law. MLK Day is the only federal holiday designated as a national day of service and Americans are encouraged to spend this day volunteering to improve their communities.

Want to learn more?



INT'L HOLOCAUST MEMORIAL DAY

— Jan. 27th —

**INTERNATIONAL
HOLOCAUST
REMEMBRANCE DAY**

JANUARY 27

we will never forget

Want to learn more?



Holocaust Memorial Day is an international observance on January 27th to remember the six million Jews murdered during the Holocaust, alongside the millions of other people killed under Nazi persecution and in subsequent genocides in Cambodia, Rwanda, Bosnia and Darfur. This date was chosen because it marks the anniversary of the 1945 liberation of Auschwitz-Birkenau, the largest Nazi death camp. Holocaust Memorial Day is intended to educate and inform people about the atrocities of the genocide, and to encourage the continued preservation of memorial sites.

LET'S CELEBRATE!

Red Robin

Here's how your teams can **CELEBRATE** on Diverse Holidays this month!



DO

- Rock your Diversity t-shirt
- Bring in themed treats
- Wear festive socks
- Celebrate during pre-shift meetings
- Sport temporary tattoos
- Display a themed bulletin-board
- Wear festive bracers or headbands

DON'T

- Wear homemade or unapproved shirts
- Modify the building
- Modify existing uniform guidelines



**Would you like to join the Diversity & Inclusion Council?
Contact us at diversity@redrobinpa.com!**