

Dear Executive Committee and Board members of Diversity Richmond,

We, as employees of Diversity Thrift, are hereby formally speaking out against the hostile workplace that we have been subjected to. We believe ourselves to be overworked, underpaid, and unsafe. We have tried other avenues of resolution available to us, such as speaking with management and submitting formal complaints, but unfortunately nothing has been done.

We recognize this may be the first time the executive committee members and board members are hearing of our complaints and treatment in the workplace. This is due to the systematic cover-ups and blatant negligence exhibited by Bill Harrison, Dia Idleman, and Kris Woodson.

Our confidence in Diversity Thrift's leadership team has been diminished almost entirely due to the actions of the president and executive director, Bill Harrison, as well as the chief accountant, Dia Idleman. Mr. Harrison, directly assisted by Ms. Idleman, failed to handle a sexual harassment situation appropriately and professionally, resulting in an unsafe and hostile work environment. We, as employees of Diversity Richmond, strongly believe that no meaningful, lasting change can be made unless Bill Harrison and Dia Idleman are permanently removed from their current positions.

To rectify this situation, we are seeking the following:

- ❖ \$16/hr base pay
- ❖ The hiring of more employees to share the workload and/or affording employees the opportunity to work fulltime
 - There should be a minimum of three cashiers and three warehouse employees each shift to prevent overexertion and injuries
- ❖ The power to add an additional member to the Board of Directors
 - This individual will be appointed by a majority vote of non-supervisory employees within Diversity Thrift
- ❖ Mandatory sexual harassment training for all employees
 - Additional sexual harassment training for managers
 - Annual training on safety protocols and store policy
- ❖ Mandatory safety training immediately following the termination of an employee because of a safety violation
- ❖ Acknowledgement by management that an employee is no longer with Diversity Thrift
 - Former employees that have jeopardized the safety of our workplace shall not be allowed to return to Diversity Richmond in any capacity
- ❖ The permanent removal of Bill Harrison and Dia Idleman from any leadership position within Diversity Richmond
- ❖ Back pay for days missed while actively protesting our unsafe working conditions

We are proud to work for Diversity Thrift, to serve and provide a safe and inclusive space for our community. However, we are also part of that community. We do not feel that Bill Harrison's and Dia Idleman's actions have accurately represented Diversity Richmond, and their continued employment would be an affront to what our company stands for.