

DIVERSITY & INCLUSION

DIVERSITY & INCLUSION INITIATIVES



NEXT GEN MENTORING

Next Gen is a mentoring program to encourage the advancement of leaders from all backgrounds within the Company. Executive Vice Presidents are paired with aspiring leaders for periodic mentoring meetings to discuss leadership topics, professional development, career development and advancement.



D&I SURVEY

One year after launching the Office of Diversity and Inclusion, we conducted a diversity survey. Results showcased that 88 percent of respondents were aware of the company's diversity and inclusion efforts. In addition, 70 percent of respondents strongly agreed or agreed that the Cooper Resource Teams build a better sense of community, and more than half of the respondents believed that the diversity and inclusion efforts of the Company made a difference for team members.



COOPER COMMUNITY CONVERSATIONS

The Office of Diversity and Inclusion created a space where Mr. Cooper team members can come together to talk about diversity and inclusion topics and current social issues. During the Cooper Community Conversation series, team members discuss topics that may not always be easy to talk about, such as macroaggressions. These conversations take place in both large and small groups to allow for meaningful discussion.



THREE ABOUT ME

In an effort to help Coopers get to know one another, the Office of Diversity and Inclusion launched the "Three About Me" campaign where team members share three things that describes who they are. Team members are then able to learn about one another and see the connections that they have to each other.

