



Diversity, Equity, Access and Inclusion at Moody Gardens

From its inception, Moody Gardens has fostered a foundation of Diversity, Equity, Access, and Inclusion (DEAI). We started in the mid-1980s as Hope Therapy, a hippotherapy program for people with head injuries. Hope Therapy grew to include the riding program, horticultural and animal assisted therapy and events for those with special needs. While the hippotherapy program ended in the early 2000's, working with those with special needs continues to be a key priority for Moody Gardens. As the landscape of DEAI has changed, Moody Gardens is continuing to grow and evolve our DEAI initiatives while staying true to our mission.

Moody Gardens' Mission

Moody Gardens is a public, non-profit educational destination utilizing nature in the advancement of rehabilitation, conservation, recreation and research.

Moody Gardens strives to actively involve, include, and invest in our staff, volunteers, visitors, and community to create a diverse, equitable, adaptive, and inclusive experience for all.

Our DEAI strategies will help advance our mission by allowing us to:

- a. Attract a diverse pool of job candidates
- b. Prepare staff at all levels to interact with a diverse population
- c. Promote Moody Gardens in an inclusive manner
- d. Encourage diversity in our guests
- e. Help everyone feel included, as employees, guests, or vendors

2023 – 2026 DEAI Planning

Recruiting and Hiring Practices

Moody Gardens management is committed to employing a dedicated, innovative, and diverse staff. Compared to the racial and gender makeup of Galveston Island and Galveston County, Moody Gardens staff closely mirrors the trends within the community. (Appendix A)

Recruiting for staff, interns and volunteers occurs via a range of outlets. These include:

- Attending in-person and virtual job fairs
- Posting on agency and school job boards
- Posting on social media
- Advertising in the local newspaper
- Working with local job placement groups
- Advertising at Moody Gardens

In addition to recruiting at local high schools, junior colleges and colleges, Moody Gardens staff also attend community job fairs hosted by various organizations. Human Resources works

closely with Texas Workforce Solutions, Texas Veterans Commission and other groups who help at-risk, second chance and other under-served populations find work.
(See Appendix B for list of recruiting)

Next Steps – We will continue to monitor trends in the community to see how they mirror the Moody Gardens staff. As part of the DEAI plan, we will evaluate our hiring process including recruiting, applying, interviewing, and onboarding. Our goal is to ensure an equitable hiring process for all candidates.

Partnerships

In 2021, Moody Gardens started a partnership with the hospitality programs in two local high schools in Galveston County. This partnership aims to increase interest in the hospitality industry for high school students at Ball High School in Galveston and Texas City High School in Texas City. Throughout the school year, the students visit different departments throughout Moody Gardens to learn more about opportunities in hospitality. This includes visits with the front desk, maintenance, administration, education, LSEO and others. For the '22-'23 school year, the program evolved to include more time in a focused department to further enhance their job skills and employability in the future.

In 2023, we participated in the Summer Earn and Learn (SEAL) program through the Texas Workforce Commission. This program pairs local teens (16-20 years old) with business for a five-week work program. The program participants have varying disabilities and are paid through a grant. The program's goal is to help boost their work skills and confidence in a real-world setting. Moody Gardens hosted four students this summer. One student was hired on for the remainder of the summer after completing the program.

During the COVID-19 pandemic, Moody Gardens worked with the Galveston County Health District to provide vaccines for employees. From this first project, our partnership has grown. Moody Gardens has provided the Health District with space to host vaccination clinics for local, at-risk populations and a Back to School Bash where families could come out for free school supplies and other resources.

Moody Gardens partners with organizations like United Way, the Galveston County Food Bank, and The Salvation Army, which work with at-risk populations in Galveston. We host food drives, toy drives and giving campaigns for these organizations. We involve staff and the community in these efforts.

Through Hope Therapy, we have multiple partnerships with organizations like Texas Adaptive Aquatics, the Christina Sullivan Foundation and Point Glass Sailing, which help us provide safe and fun experiences for those with special needs.

Next Steps – We will continue to look for other partnerships in the community that will help further our DEAI goals and mission. There will also be evaluations of current partnerships to assess the value and outcomes for everyone involved.

Education & Training

To ensure staff is confident in leading and working with a diverse group of people, training is ongoing at Moody Gardens. Human Resources hosts an annual training for all managers that includes a presentation from our legal counsel on current trends in navigating claims of harassment, hiring practices, and other DEAI-related topics. We have started offering on-demand trainings for leadership on management-related topics like working with difficult employees, coaching staff, and emotional intelligence. Training also takes place at the department level and is specific to each area.

Next Step – We will develop a training program with courses presented by outside experts in the field and pre-recorded so they can be viewed at any time. Staff have already expressed an interest in topics like unconscious bias and working with neurodivergent people. Post-training evaluations and recap discussions at the start of each training will help the training manager assess the benefits of the trainings.

Purchasing

Moody Gardens works with Avendra, a supply chain management group, for most of our purchase. Avendra partners with a broad network of suppliers, including small organizations and businesses that are owned and operated by minorities, women, and other diverse populations. For items not covered by Avendra, Moody Gardens' staff researches suppliers and works with those that can offer goods in a sustainable, cost-effective, timely manner.

Staff & Volunteers

Moody Gardens policies and procedures are designed to keep staff and volunteers safe and productive. These policies and procedures are evaluated and updated as needed. In 2023, we changed our policy on name tags. Human Resources no longer requires staff to use their legal name on their ID badge. They can now use their preferred name. This allows everyone to better identify each other as well as foster a community of respect for everyone.

Next Step – We will review the current dress code policy and update it to promote this same level of respect for all staff. Other policies will be reviewed for barriers, unconscious bias, and other limitations to help ensure policies are inclusive for all staff and volunteers.

At present time, Moody Gardens does not have a DEAI Advisory Group. Human Resources management assists leadership as needed and tracks some of the work being done in this field. As the DEAI movement continues to evolve, management is evaluating the need of an advisory committee to further our DEAI goals.

Next Step - In 2021, we worked with the Society of Human Resource Management (SHRM) to survey the staff. The survey looked a variety of areas, like company culture, wages, job satisfaction. In 2024, we will administer a staff survey that provides an updated look into their thoughts on diversity, equity, accessibility, and inclusion at Moody Gardens. Human Resources

will research options for outsourcing the survey versus creating the survey in-house. Feedback from this survey and the SHRM survey will help guide more specific actions moving forward.

Appendix A

Race/Ethnicity	Galveston County	Galveston	Moody Gardens
Hispanic or Latino	55.0%	31.1%	35.0%
White	79.9%	68.6%	42.0%
Black or African American	13.3%	16.2%	16.0%
Native Hawaiian or Pacific Islander	0.1%	0.1%	0.5%
Asian	3.7%	2.7%	2.0%
American Indian or Alaskan Native	0.8%	0.6%	0.0%
Two or More Races	2.2%	9.6%	4.3%

Gender	Galveston County	Galveston	Moody Gardens
Female	50.6%	49.4%	50.7%
Male	49.4%	50.6%	49.2%

Race/Ethnicity	Exec/SR Official & Mgr	First/Mid Officials & Mgr	Professionals	Technicians	Sales Workers	Admin Support	Craft Workers	Operatives	Laborers & Helpers	Service Workers	Total	Total by Race/Ethnicity
Hispanic or Latino - Male	0.00%	1.97%	0.66%	0.16%	2.63%	0.00%	0.99%	0.49%	0.49%	8.87%	16.26%	35.30%
Hispanic or Latino - Female	0.00%	0.16%	0.66%	0.00%	4.60%	0.49%	0.00%	0.00%	0.33%	12.81%	19.05%	
White - Male	0.16%	1.81%	3.28%	0.00%	1.48%	1.15%	1.64%	0.33%	0.16%	11.00%	21.02%	42.04%
White - Female	0.16%	2.46%	5.42%	0.00%	4.11%	1.48%	0.33%	0.00%	0.00%	7.06%	21.02%	
Black or African American - Male	0.00%	0.66%	0.00%	0.00%	0.82%	0.16%	0.33%	0.82%	0.00%	5.25%	8.05%	15.93%
Black or African American - Female	0.00%	0.49%	0.00%	0.00%	2.63%	0.33%	0.00%	0.00%	0.00%	4.43%	7.88%	
Native Hawaiian or Pacific Islander - Male	0.00%	0.16%	0.16%	0.00%	0.00%	0.16%	0.00%	0.00%	0.00%	0.00%	0.49%	0.49%
Native Hawaiian or Pacific Islander - Female	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Asian - Male	0.00%	0.00%	0.00%	0.00%	0.16%	0.00%	0.33%	0.16%	0.00%	0.16%	0.82%	1.97%
Asian - Female	0.00%	0.33%	0.16%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.66%	1.15%	
American Indian or Alaskan Native - Male	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
American Indian or Alaskan Native - Female	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Two or More Races - Male	0.00%	0.00%	0.00%	0.00%	0.82%	0.00%	0.16%	0.16%	0.00%	1.48%	2.63%	4.27%
Two or More Races - Female	0.00%	0.00%	0.16%	0.00%	0.33%	0.00%	0.00%	0.00%	0.00%	1.15%	1.64%	

Appendix B

High Schools

Ball High School – Galveston
O’Connell – Galveston
Odyssey Academy – Galveston
AIM College & Career Prep - Galveston
Texas City High School
La Marque High School
Hitchcock High School
Santa Fe High School
Dickinson High School

Community/Junior Colleges

Galveston College
College of the Mainland
Alvin Community College
Houston Community College

Colleges

Texas A&M University Galveston
University of Houston – Clear Lake
University of Houston
Texas A&M University – College Station
Stephen F. Austin University – Nacogdoches
University of North Texas – Denton
Stephen F. Austin University – Huntsville
Texas Tech - Lubbock

Organizations

Texas Workforce Solutions
Texas Veteran Commission
U.S. VETS – Houston