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**From:** Michael Wolff [REDACTED]  
**Sent:** Friday, March 2, 2018 3:12 PM  
**To:** jeffrey E.  
**Subject:** Re:

oy

On Fri, Mar 2, 2018 at 10:07 AM, jeffrey E. << href="mailto:jeevacation@gmail.com" target="\_blank">jeevacation@gmail=com> wrote:

----- Forwarded message -----

From: NYT Company Mail [REDACTED] <mailto:[REDACTED]>=>/span>  
Date: Fri, Mar 2, 2018 at 10:00 AM  
Subject: Note from Mark Thompson: The New York Times Company Signs on to CEO Action for Diversity & Inclusion  
To: All Company Employees [REDACTED]  
<mailto:[REDACTED]>

Dear Colleagues,

Diversity is core to our mission and it's the right thing to do for our business. That is why you've heard A.G., me and other company leaders talk about our commitment to continued progress on diversity and inclusion. We're at work on an action plan and will share more details before the end of the month.

But today I want to tell you about one specific development on this topic — which is our decision to sign The New York Times Company up to the CEO Action for Diversity & Inclusion. <<https://www.ceoaction.com/>> I'm personally delighted to be representing the Times in this initiative and particularly pleased that the idea bubbled up from one of our Employee Resource Groups, Black@NYT. Many of our best ideas are starting this way.

CEO Action was launched last year and more than 350 organizations have already signed on to their pledge, which is to act on supporting more inclusive workplaces and cultivating environments where all ideas are welcomed and employees feel comfortable and empowered to discuss diversity and inclusion. A central part of the pledge is a commitment for each member company to publish data about diversity in their workforce. We will do that, starting in 2018, so that we and you, and the wider world, can track our progress year by year.

Last week, I sat down with Tony Prophet, the chief equality officer at Salesforce, and a group of our employees. Salesforce is a participating partner in CEO Action and has just been ranked number one on Fortune's "100 Best

Companies to Work For" list. We talked about what Salesforce is doing right diversity-wise — and ways we can implement similar methods; the importance of data-driven change in our endeavor; and our obligation to each other and to the world.

Building relationships with leaders like Tony is precisely why I'm excited to have The Times join CEO Action. As a member organization, we will have unprecedented access to diversity and inclusion leaders and data and insights behind the corporate world's best practices for diversity to inform what's worth trying here.

In the meantime, please do reach out to me or any other member of leadership if you have thoughts or ideas on ways we can work together to continue to improve our culture.

Mark

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please note

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