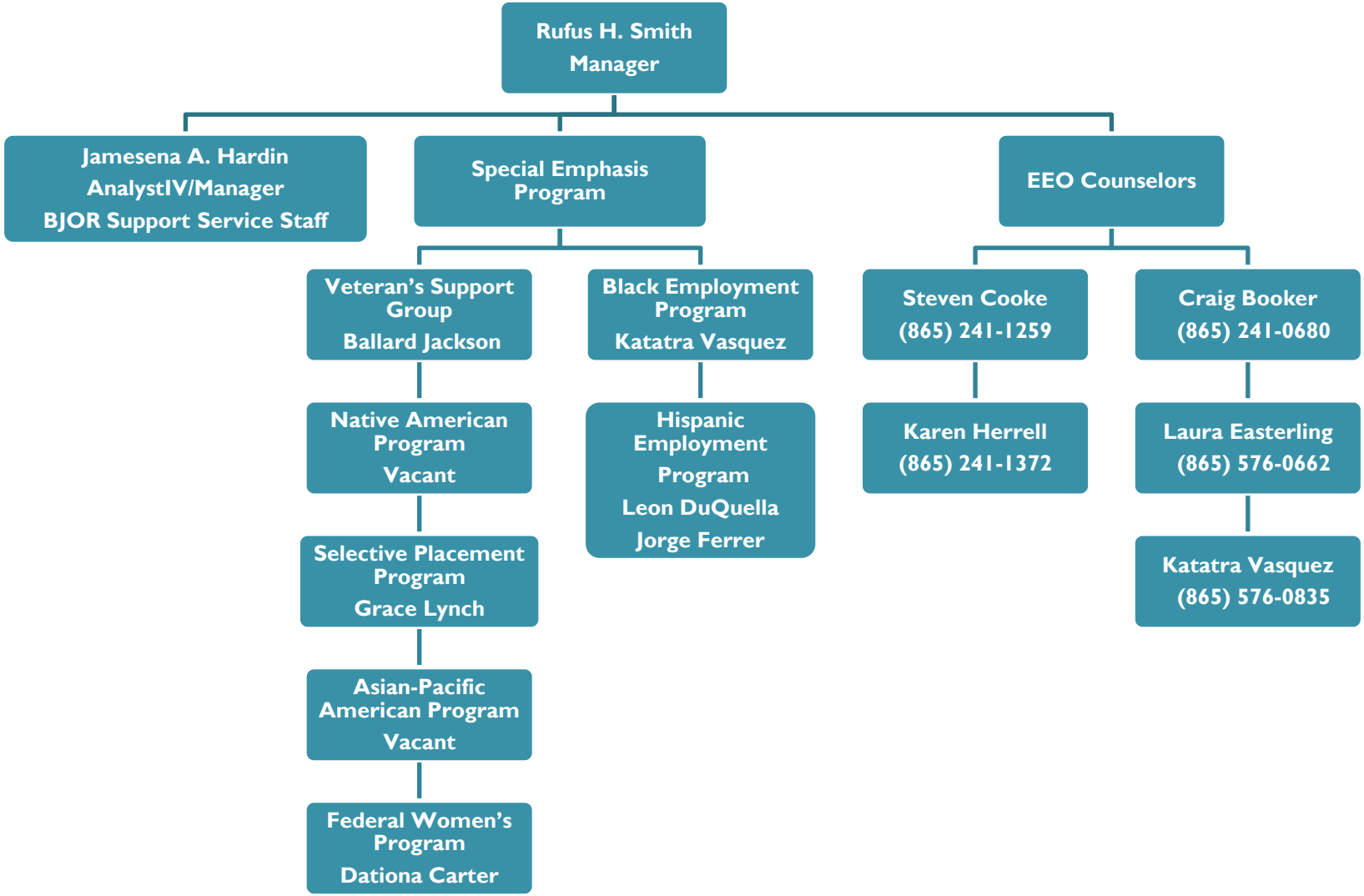Diversity Programs & Employee Concerns Office