



TOYOTA

OCTOBER
2020

2

LETTER FROM
THE EDITOR

Q3 HIGHLIGHTS

3

EXECUTIVE
MESSAGE

CARLA WRIGHT

4

BPG SPOTLIGHT

TODOS /
TOYOTABILITY / YP

7

FEATURE STORY

LOOKING AHEAD
TO 2021: TOYOTA
AT THE OLYMPICS
& PARALYMPICS

11

MEET TEAM TOYOTA

TOKYO 2020

12

MEET THE TEAM

CALENDAR

2020 SUPPLIER DIVERSITY NEWSLETTER

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THIS TIME LAST YEAR, BUZZ WAS BEGINNING TO BUILD ABOUT THE 2020 OLYMPIC AND PARALYMPIC SUMMER GAMES BEING HELD IN TOKYO.

Photos were being released of the spectacular competition venues. Media stories spotlighted the innovative technologies in place to accommodate athletes and guests. Fans expressed excitement about five new sports being added to the roster. And mascots were introduced for both the Olympic and Paralympic games.

Of course, those plans – along with the aspirations of countless athletes – were placed on hold due to the Covid-19 pandemic. I can't imagine how devastated those dedicated competitors must have felt upon hearing the announcement. After years of training and sacrifice, they had to shift gears and rethink their finely tuned strategies to adjust to a one-year delay. But in the true spirit of champions, no time was wasted to start recalibrating and setting sights toward 2021.

We can learn a lot from the lessons of hope and optimism demonstrated by the Olympic and Paralympic athletes. Rather than feeling frustrated, we can challenge ourselves and each other to continue finding ways to overcome obstacles by asking, "OK, what's next?" and moving forward in new ways. The key is to keep looking ahead.

In this edition of the Toyota Supplier Diversity Newsletter, we honor the Olympic and Paralympic athletes of Team Toyota. I believe you'll find their stories of perseverance and dedication to be inspirational. We're excited to introduce you to Carla Wright, new General Manager of TMNA's Purchasing Supplier Development (PSD) Supplier Relations department and share news from three more of our Business Partnering Groups.

Let's push hard to generate even more momentum and finish out 2020 strong. As always, we appreciate your continued support and look forward to doing more great work together.

Stay safe and stay strong!

**WE CAN LEARN A LOT FROM
THE LESSONS OF HOPE AND
OPTIMISM DEMONSTRATED
BY THE OLYMPIC AND
PARALYMPIC ATHLETES.**

.....



Chuck Hendrix

SUPPLIER DIVERSITY
SR. MANAGER, PURCHASING
SUPPLIER DEVELOPMENT,
TOYOTA MOTOR NORTH AMERICA

Q3 HIGHLIGHTS

THE GREATER DALLAS CHAPTER OF THE ASSOCIATION OF FUNDRAISING PROFESSIONALS

recently announced Honorees for their 2020 National Philanthropy Day Awards. National Philanthropy Day celebrates the great contributions that philanthropy and those who work in the philanthropic process make to our community. Toyota North America has been named Outstanding Corporation for 2020. We appreciate the Women's Business Council – Southwest for their kind nomination. Awards are scheduled to be presented in mid-November.

TOYOTA IS PROUD TO HAVE BEEN NAMED THE SOUTHERN REGION MSDC'S OEM OF THE YEAR FOR 2020.

We appreciate the recognition and it's our honor to support and work together with the Council this and every year. Our congratulations to all the great work SRMSDC has done and continues to do for the diverse businesses in the Gulf region. Hopefully we'll all be able to gather and celebrate again soon!



TOYOTA



Carla Wright

SUPPLIER RELATIONS GM, PURCHASING SUPPLIER DEVELOPMENT,
TOYOTA MOTOR NORTH AMERICA

I am thrilled to be greeting readers of Toyota's Supplier Diversity Newsletter in my new role as GM of TMNA's PSD Supplier Relations department. I appreciate the opportunity to introduce myself, share a bit about my background, and let you know about our priorities for the coming year.

My career with Toyota began in 1999 with the Engineering Administration group, transitioning over the years to positions including Data Management, Technical Strategy, and Cost Planning. In every one of my roles with the company, I have maintained a passion for advancing diversity and inclusion at Toyota. And now, as Toyota's first African American female executive in R&D, I am especially looking forward to representing the company, being an advocate for continually diversifying our supply base, and helping cultivate a culture of inclusion and innovation.

As a kid growing up in Canton, Michigan, diversity was not a topic we discussed at the dinner table or within my circle of friends. But as I look back, I recognize how naturally we embraced our cultural and ethnic differences – Biracial, Korean, Black, white, Filipino – and shared our perspectives and traditions openly and freely.

The inclusion and understanding I experienced in my younger days opened my mind to new experiences during my college days at Madonna University in Livonia. Then, I was able to leverage those learnings early in my career as an elementary school teacher. And, of course, while I didn't know about Toyota's philosophy of **"Respect for People"** until I began working for the company, I quickly felt comfortable with the concept and was able to put my heart and soul into bringing it into my daily work.

I have been fortunate to lead and participate in many diversity and inclusion activities during my time with Toyota, such as:

- *Establishing the first BPG in R&D – Women's Leadership Forum now called Women Influencing and Impacting Toyota (WIIT)*
- *Serving as executive sponsor of the R&D Young Professionals BPG.*
- *Supporting development of our SPECTRUM BPG, which engages our LGBTQ and Ally team members.*
- *Being appointed as Regional Diversity Champion for R&D sites, where I established recruiting programs to increase female representation in building a strong STEM pipeline for under-represented populations.*

As we prepare to turn the calendar to 2021, top strategies for my new team are coming into focus. I am excited to synergize our internal and external diversity efforts – especially given today's climate with regards to social justice. I want to see us be more aggressive in our approach to supplier diversity. And by leveraging our Engineering, Evaluation, and Buying capabilities, we will be positioned to make a profoundly positive impact by increasing spend with our diverse suppliers.

Perhaps most important to me personally, however, is elevating the visibility of how Diversity, Equity, and Inclusion can help Toyota develop innovative products which improve mobility for our customers. I will be able to gain traction on that initiative through my role as the Regional Diversity Champion for R&D and by working more directly with our Supplier Diversity team. I believe 2021 holds tremendous opportunities for us all and I look forward to working together with you!



Toyota's employee-driven Business Partnering Groups (BPGs) help build inclusion and foster professional development throughout our company. These internal volunteer networks are based on shared characteristics and/or life experiences. Each of Toyota's 13 BPGs work to support the company's business objectives and partners with management to strengthen access to innovative ideas and diverse voices representing the future of Toyota.

We continue featuring our BPGs in the Partner Spotlight section of this edition of the Toyota Supplier Diversity Newsletter. This month we feature TODOS – our Latino/Hispanic BPG; ToyotAbility – our BPG focused on disability support and inclusion; and Young Professionals – our BPG for younger team members and the next generation of leaders.

For additional information about Toyota's BPGs, please visit the Diversity & Inclusion section of the [Toyota.com/usa](https://toyota.com/usa) website.

Toyota Business Partnering Groups

SHARE A BIT ABOUT YOUR BPG'S HISTORY, PURPOSE, MEMBERSHIP.



TOYOTA ORGANIZATION FOR
THE DEVELOPMENT OF LATINOS

TODOS / Our chapter at R&D started in 2015 and has quickly evolved to 200+ team members. Our goal is to create a positive and inclusive platform to develop technical, professional, and personal skills for all R&D team members, as well as those interested in sharing and learning about the Latino cultural experience.

Having several R&D campuses brings unique challenges but has also afforded us a diverse perspective on how to get involved and impact Toyota. We do this by promoting visibility, development, and capability, as well as by ensuring our activities are engaging, inclusive, equitable, and focused on our direct contribution to Toyota's success.



TOYOTABILITY / ToyotAbility started in 2011 to create awareness among team members of people with disabilities (visible or non-visible). This community is underserved and although great progress is being made, people with disabilities remain the lowest employed portion of the population.

Our ERG also provides support to team members who are parents or guardians of children with a disability – their lives are quite different from the rest of our team members. ToyotAbility is proud to have become a trusted internal resource for providing insight and helping support changes in how Toyota thinks about Mobility, HR policies, and more. There are currently five other ToyotAbility chapters nationwide which signifies a high level of need for promoting better health care and services for this community.



Young
Professionals

YOUNG PROFESSIONALS / Our BPG was established at R&D in 2015 with a mission to provide networking, mentoring, and leadership opportunities to Young Professional (YP) members. Today, we have approximately 250 members in our group as we continue to help improve team member retention as well as develop and support the next generation of Toyota experts and leaders.

Our YP BPG leaders work to create opportunities that expose our members to new development activities and improve both business and personal skills. Additionally, we find appropriate forums where YP members can gain exposure to other team members through networking activities events and activities such as executive lunch and learn sessions.



HOW ARE YOUR BPG MEMBERS STAYING CONNECTED WHILE WORKING REMOTELY?

TODOS / It has most definitely been a challenging year – emotionally taxing for us all as well as having to adjust to being physically separated from our team members. On the bright side, we have learned that remote work allows us to connect more than what may have been thought possible.

Our leadership team has been able to plan communication meetings quickly and easily. We have hosted internal check-in sessions and with flexible schedules everyone has really “dived in” to staying connected. It seems these changes may ultimately be bringing us closer together, despite being physically apart.

TOYOTABILITY / Our BPG engaged R&D members – and North American team members via the One Toyota communications platform – with four recent activities:

- Autism Speaks Acts of Kindness with ToyotAbility
- Story series to commemorate the ADA’s 30th Anniversary
- Six Ways You Can Participate in World Autism Month
- Lunch & Learn: Coping with COVID-19 and Preparing for Back-to-School

YOUNG PROFESSIONALS / We create and distribute a monthly newsletter called “Moxie” that helps us keep YP members informed and engaged in activities. Additionally, we hosted a Trivia Night at R&D and participated in a Trivia Night with the Plano (TX) YP BPG. The event with Plano also included a meet and greet with their summer Co-ops.

TODOS: HOW IS TODOS RECOGNIZING HISPANIC HERITAGE MONTH (SEPT. 15 – OCT. 15) IN 2020?

We are recognizing HHM this year by hosting several virtual events with a focus on leadership, development, and celebrating our culture. Two of our larger events will feature internal and external executives who have made significant impacts on TMNA and their respective teams. The first will be a panel with the “Compadres” – a group of our on-site supplier partners based in San Antonio, TX – who will share their stories, experiences, and how Hispanic culture has influenced their success. The second event will be an open discussion with Mercedes Felix, General Manager at TMMGT, where she will share her story of career growth at Toyota, discuss cross cultural US-MX relations, and celebrate being a woman in STEM.

We believe these and other planned activities will offer an inclusive platform for our team members to feel inspired, learn more about Hispanic culture, and have some fun.

TOYOTABILITY: IN WHAT WAYS DOES YOUR BPG BRING AWARENESS OF DISABILITY ISSUES TO TEAM MEMBERS?

ToyotAbility is all about raising awareness and spotlighting issues affecting the disability community. The important thing is we incorporate all disabilities – both visible and non-visible – and help team members find the answers and resources they need. We partner with a lot of great service providers in our community, each offering a diverse menu of options for connecting and getting involved.

This past July marked the 30th Anniversary of the signing of the American Disabilities Act (ADA), which continues to be a catalyst for change in rights and inclusivity for individuals with disabilities. Throughout July, ToyotAbility highlighted team members from across the organization who continue to educate and advance changes related to disabilities. For example, we shared the story of Todd Parish, a team member at our TMMWV plant and the first to work on the plant floor with a wheelchair. Todd has paved the way for creating new processes and standards, making it easier for others with disabilities to join Team Toyota.



YOUNG PROFESSIONALS: TELL US ABOUT YOUR RECENT MOBILITY MONTH SERIES.

Several years ago, we began exploring options for our R&D YP group to present a 'celebration' month as many of our other BPG colleagues were doing. This led to the creation of Automotive Engagement, which ultimately became our Mobility Month – a time to highlight the exciting projects and work taking place at Toyota related to mobility.

R&D Young Professionals (YP) hosted our second annual Mobility Month series in July. However, with the majority of our R&D colleagues working remotely, we quickly switched gears to present the series virtually. We kicked off 2020 Mobility Month with a coffee connection event featuring a conversation with GVP of Advanced Mobility, Jeff Makarewicz. We then hosted a Lunch and Learn event with Nick Sitarski, GM of Integrated Vehicle Systems. At our third Mobility Month event, we heard from Jerome Avery and David Brown, USA Paralympic Athletes from Team Toyota. To round out the month, we learned more about University of Michigan's MCity and the partnership Toyota has with the organization from Dr. Huei Peng, Director of MCity and Ken Gushi from Toyota Racing.

We're proud to have received positive responses about our 2020 Mobility Month activities and look forward to expanding and growing the series next year.

WHAT'S NEXT FOR YOUR BPG?

TODOS / We have much more planned for this year including some great Hispanic Heritage Month events, such as our annual "Copa Motor City" soccer tournament. This is a fantastic collaboration where BPG/ERG leads from the D3, Toyota, and several local companies raise funds for the local Hispanic community located in the Mexicantown area of Detroit. Due to COVID-19, this year's event will be an "e-tournament," with teams participating and competing via the FIFA soccer video game. In the last four years of the tournament we have helped raise more than \$25k for the community, and we look forward to continuing to give back with this event.

TOYOTABILITY / Our group plans to continue raising awareness among team members and the community especially as Toyota transitions to becoming a mobility company and elevates the Paralympic Games. Mobility for All is all about inclusion, and so is ToyotAbility.

ToyotAbility is also working with executive management to directly hire people on the Autism spectrum for positions with specific repetitive functions. This will further support Toyota's overall goal of respect for people and inclusiveness.

YOUNG PROFESSIONALS / Plans on the horizon for YP include supporting the Virtual Function 101 Expo this fall, as well as engaging with the YP group in Plano for the TMNA YP Virtual Conference. We're continually seeking to identify new opportunities for our BPG to get involved with Mobility projects at R&D and are actively exploring how we might participate in virtual philanthropy events.



Looking Ahead to 2021: **TOYOTA AT THE OLYMPICS & PARALYMPICS**



TOYOTA'S PASSION TO ADVANCE "MOBILITY FOR ALL" IS ESTABLISHED IN THE BELIEF THAT WHEN PEOPLE ARE FREE TO MOVE, ANYTHING IS POSSIBLE. MOVEMENT IS ALSO AT THE HEART OF SPORT, AND SINCE THE FOUNDING OF TOYOTA, THE COMPANY HAS CELEBRATED AND PROMOTED THIS MEANINGFUL CONNECTION. AFTER ALL, SPORTS CAN BUILD TEAM SPIRIT, BOOST MOTIVATION FOR PARTICIPANTS AND SPECTATORS, AND BUILD CONNECTIONS WITHIN COMMUNITIES.

That's a significant reason why, in 2015, Toyota showed its continued long-term commitment to global sports by signing on to become the official worldwide mobility partner of the International Olympic and Paralympic Committees for the 2017-2024 period, covering the Winter Games of PyeongChang 2018 (Korea), the Summer Games of Tokyo 2020 (Japan), Beijing 2022 (China) and Paris 2024 (France). In that same spirit, Toyota extended a long-standing partnership with the Special Olympics to become an official global partner in 2017.

Unfortunately, the global COVID-19 pandemic caused Tokyo's 2020 games to be postponed until 2021. In appreciation of the values of humility and perseverance demonstrated by the Olympic and Paralympic athletes – and their patience for waiting out the one year delay of competition – we dedicate this newsletter's feature story to a forward-facing look at innovations and some of the individuals and teams who will be creating memorable experiences in Tokyo next year.

Three Main Pillars for Tokyo 2021



Toyota's three main pillars for Tokyo center on:

- 1. MOBILITY FOR ALL, OR ALLOWING ALL PEOPLE THE FREEDOM TO MOVE;**
- 2. SUSTAINABILITY, CENTERING ON THE REALIZATION OF A HYDROGEN SOCIETY (ENVIRONMENT/SAFETY); AND**
- 3. TRANSPORTATION SUPPORT FOR THE GAMES USING THE TOYOTA PRODUCTION SYSTEM (TPS).**

With these three pillars, Toyota aims to provide mobility solutions that go beyond the traditional provision of vehicles to transport athletes, coaches, and attendees within and around the Olympic and Paralympic venues.

Inclusive Mobility & Safety Technologies

Toyota will provide a total of around 3,700 mobility products and/or vehicles for Tokyo 2021. The majority, or nearly 90 percent, of the official vehicle fleet will be electrified, aiming to achieve the lowest emissions target level of any official fleet used at the Olympic and Paralympic Games and reduce the overall environmental burden to the region. Vehicles include:

- **HYBRID ELECTRIC VEHICLES (HEV);**
- **FUEL CELL ELECTRIC VEHICLES (FCEV), SUCH AS THE HYDROGEN-POWERED MIRAI;**
- **PLUG-IN HYBRID ELECTRIC VEHICLES (PHEV);**
- **PRIUS PHV (KNOWN AS PRIUS PRIME IN SOME MARKETS);**
- **BATTERY ELECTRIC VEHICLES (BEV), INCLUDING THE "APM" (ACCESSIBLE PEOPLE MOVER) AND THE E-PALETTE AS WELL AS TOYOTA CONCEPT-I.**

Among the electrified vehicles provided, Toyota will include approximately 500 FCEVs and approximately 850 BEVs, the largest of any fleet for a Games to date.

In addition to the official fleet, Toyota will also support Games operations with other vehicles, including the mass-transit Fuel Cell Bus "Sora," assistive vehicles that help lift passengers into their seats or are equipped with an attached slope to allow passengers with wheelchairs access to enter the vehicle via the back door, and other vehicles such as Fuel Cell Forklifts made and sold by Toyota Industries Corporation.

The safety of drivers, passengers, and pedestrians is also a top priority for Toyota vehicles during the Games. Therefore, to help avoid collisions and reduce/mitigate potential damage or injury, all of the commercially-available vehicles for staff transportation support will come equipped with Toyota's preventative safety technologies, including "Toyota Safety Sense" and "Lexus Safety System +". Additionally, nearly all the commercially available vehicles will also be equipped with Intelligent Clearance Sonar (ICS), designed to assist with braking in the event of unintended misapplication of the acceleration pedal.



e-Palette Provides Specialized Mobility for Athletes



Near the end of 2019, Toyota announced they would be supplying up to 20 specially designed "Tokyo Version" e-Palette vehicles to support athlete mobility at the Olympic and Paralympic Games. The battery-electric, automated e-Palette vehicles will provide automated, loop-line transportation in the Olympic and Paralympic villages for athletes and related staff. Many of the specialized e-Palette features have been adapted to meet the unique needs of the Olympic and Paralympic villages, including large doors and electric ramps to allow groups of athletes to board and disembark quickly, easily, and safely.

According to Takahiro Muta, development leader for the uniquely versioned e-Palette, "Throughout the development process, athletes, especially Paralympians, helped us to better understand how we could adapt and upgrade the e-Palette to better meet the need for simple, convenient and comfortable mobility. We are proud to work with them on a vehicle that will not just move athletes physically throughout the Olympic and Paralympic villages, but will also offer them new opportunities to interact with others, share new experiences, and be moved emotionally."

e-Palette is Toyota's first vehicle developed specifically for autonomous mobility as a service ("Autono-MaaS") applications. It reflects Toyota's ongoing transition to a mobility company and combines electrification, connected networks, and advanced driving technologies to support new shared mobility businesses and business models. Vehicles will be controlled by an automated driving system capable of operating up to 20 kilometers per hour at SAE level 4, supported by an on-board safety operator.

Everyone's Medal Project

It's a clear demonstration of innovation meeting sustainability with the Everyone's Medal – or "Minna no Medaru" – Project, promoted by the Tokyo 2020 Organizing Committee in cooperation with the Ministry of the Environment and the City of Tokyo. The project's objective is to make 5,000 gold, silver, and bronze medals for winning athletes of the Tokyo games by collecting and recycling metal from small and portable electronics.

To do this, more than 6,000 Toyota, Lexus, and Toyota Rent-a-Lease dealers across Japan placed return/recycling boxes in their dealerships where people can bring in their old portable electronic devices such as unused cell phones, etc. and contribute to a sustainable society.



Harnessing Robot Power

Another way Toyota is increasing mobility at the Games has been through their participation in the “Tokyo 2020 Robot Project.” Led by the Tokyo Organizing Committee of the Olympic and Paralympic Games, the project brings Tokyo Metropolitan government and Games’ partners together with experts in the field of robotics. At Tokyo 2021, the robots to be introduced by Toyota will be used to support the mobility of people at various locations and venues. By helping people feel and experience their hopes and dreams, Toyota believes it will be able to further contribute to the excitement and success of the Tokyo 2020 Games.



MASCOT ROBOT MIRAITOWA / SOMEITY

In addition to welcoming athletes and guests to official venues, Toyota is considering plans for a new way for the Games to be enjoyed by children via an interactive mascot robot.



HSR: HUMAN SUPPORT ROBOT DSR: DELIVERY SUPPORT ROBOT

For a portion of the accessible seating seats at the Olympic Stadium, the Toyota Human Support Robot HSR will guide guests to their seat and convey light meals, goods, and etc. for them, helping them to more freely enjoy the competition.

T-HR3 (HUMANOID ROBOT)

Toyota will provide a unique way for those in remote/distant locations and unable to be physically present to interact with athletes via the T-HR3 and Mascot robots which will be able to reproduce movement from a mascot robot in a remote location in nearly real-time. In addition to providing images and sounds from the remote locations, these robot users will also be able to experience the power of movement and force-feedback, allowing them to converse with and high-five athletes and others, feeling as if they were truly physically present.



Counting Down to The Games

All parties involved have agreed that the Olympic Games Tokyo 2020 – now scheduled for 2021 – will remain the Games of the XXXII Olympiad. The Tokyo Olympics will now be celebrated from July 23 – August 8, 2021, with the Paralympic Games following from August 24 – September 5, 2021.

The decision was based on three main considerations and in line with the principles established by the IOC Executive Board and supported by all the International Summer Olympic Sports Federations and all the National Olympic Committees:

- 1. To protect the health of the athletes and everyone involved, and to support the containment of the COVID-19 virus.**
- 2. To safeguard the interests of the athletes and of Olympic sport.**
- 3. The global international sports calendar.**

These new dates give the health authorities and other leadership of the Games the maximum time to deal with the constantly changing landscape and the disruption caused by the COVID-19 pandemic.

Watch for more news about Toyota’s involvement in the upcoming Olympic and Paralympic Games – as well as updates on participating athletes – in future issues of the Toyota Supplier Diversity Newsletter.



Toyota

MEET TEAM TOYOTA

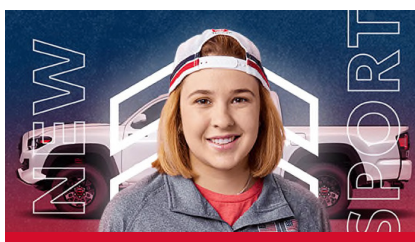
Tokyo 2021

Toyota is proud to be a Partner of Team USA and the athletes competing in the Olympic and Paralympic Games being held in Tokyo next summer. We're especially honored to support our Team Toyota Olympic and Paralympic athletes – 17 from the United States and 10 from Canada – as they prepare, train, and compete.

We are featuring members of Team Toyota in each Supplier Diversity Newsletter leading up to the Games. Visit online at Toyota.com/team-toyota (USA) and Toyota.ca/olympics-paralympics (CA) to learn more about these competitors and keeping up with their progress through social media.

Jordyn Barratt

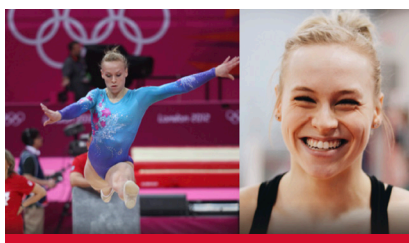
Team USA | Skateboarding



Born in Hawaii, Jordyn grew up surfing, swimming, paddling, and cave diving. It wasn't until she was 11 that she was introduced to skateboarding – and from that day on, she was hooked. Today, she competes as a member of the U.S. National Team and is working toward becoming one of the first females to skate at the Olympic Games for Team USA.

Ellie Black

Team Canada | Artistic Gymnastics



A two-time Olympian and world champion, Ellie is considered the greatest gymnast in Canadian history. In a sport traditionally dominated by gymnasts in their teens, Ellie is at the top of her game in her early 20's and aiming for more glory in 2021. When she isn't training, she works on behalf of organizations like Fast and Female, which encourages young women to use the power of sport to realize their full potential.

David Boudia

Team USA | Diving



David decided he was going to be an Olympian at age seven while watching the Opening Ceremony of the Olympic Games Atlanta 1996. Though diving once petrified him, he began his diving career at age 11 in 2000 and made it to the world stage in 2008. A setback in 2018 opened the door to a new event on his journey to Tokyo. Having earned all of his hardware on the 10-meter platform, David switched to the 3-meter springboard. A more-experienced Olympian, David is working on training smarter rather than harder.

Cody Caldwell

Team Canada | Wheelchair Rugby



Cody's story defines the power of sport to change lives and fulfill potential. When a diving accident at the age of 20 left him a quadriplegic, Cody felt, in his own words, "fragile, like a thin piece of glass." But then a chance encounter with the sport of Wheelchair Rugby changed everything for him. He became a member of the Paralympic team in 2013 and – now regarded as Canada's top Wheelchair Rugby player – Cody's goal is a podium finish in 2021.

Caeleb Dressel

Team USA | Swimming



As a kid, Caeleb was much more interested in soccer and football than he was swimming. But things changed when his high-school swim coach recognized Caeleb's potential. And after gaining national attention in college and a breakout performance at the 2016 Olympic Games in Rio, Caeleb is one of the most-exciting swimmers to watch. For Caeleb, the challenge of growing as a swimmer keeps his drive alive.

Benoit Huot

Team Canada | Para Swimming



Born with a clubfoot and a passion for sport, Benoit discovered his true calling in the pool. Now retired from competition, he remains one of the most decorated Canadian Paralympic athletes of all time. Benoit continues to inspire those around him – inside and outside the pool – through his energy and enthusiasm as an ambassador for Paralympic sport. He mentors young athletes through his work for a number of charities and, through his foundation, raises funds to encourage children with disabilities to live their Paralympic dreams.

MEET THE TEAM



Chuck Hendrix **SENIOR MANAGER**

- Oversees the Manufacturing and Sales Divisions
- Building of TOYOTA's Supplier Diversity Processes
- Development of Diverse Companies
- Organizations: WBEC-South Board Vice-Chair, AIG, BDR, NBL



Stephanie Burton **MANAGER**

- Internal Strategy Development
- Development of Diverse Companies
- Power of Exchange & Opportunity Exchange
- Organizations: AIG Treasurer, BDR
- Driving Impact – a Toyota/Adient Business Module



Tim Yamada **MANAGER**

- Internal Diversity Strategy Development – Financial Services
- Development of Diverse Companies
- Organizations: Disability: IN, NGLCC, WBC-Southwest, WBEC West, DallasFortWorth MSDC
- Toyota Mentorship Program for Small and Diverse Businesses



Erin Caudill **ANALYST**

- Tier I Reporting & Engagement
- Power of Exchange & Opportunity Exchange
- Organizations: NMSDC, NVBDC, Great Lakes WBC, Michigan MSDC, Southwest MSDC, Southern Region MSDC, WBEC South, WBEA, APACC and MHCC



Adrina Walker **ANALYST**

- Tier II Program Management
- Power of Exchange & Opportunity Exchange
- Newsletter and Social Media Management
- Organizations: WBENC, Mid-States MSDC, TriState MSDC, WBEC-ORV, CAMSC, WBE Canada



Alyssa Kirkopolous **ADMINISTRATOR**

- Power of Exchange & Opportunity Exchange
- Execution of the Team's Sponsored Events

OCT 26-29

VIRTUAL

NMSDC | Conference

OCT 28-29

VIRTUAL

WBE-Canada | Matchmaker

NOV 5

VIRTUAL

SouthwestMSDC | Facetime Expo

NOV 5-6

VIRTUAL

NVBDC | National Business Matchmaking Conference

NOV 9-10

VIRTUAL

WBE-Canada | Conference

NOV 12

VIRTUAL

CAMSC | Awards Celebration

NOV 13

INDIANAPOLIS, IN

MidStatesMSDC | Awards Celebration

NOV 15-18

VIRTUAL

WBENC | Summit & Salute Nationals

NOV 19

TBD

SCMSDC | Leadership Excellence Awards

DEC 3

VIRTUAL

MMSDC | Ace Awards

DEC 4

TBD

MHCC | Awards Celebration



TOYOTA

12

TOYOTA SUPPLIER DIVERSITY
OCTOBER 2020



The freedom of mobility
changes everything.



TOYOTA



OneToyotaSupplierDiversity.com