



# 2022 SUPPLIER DIVERSITY NEWSLETTER



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Published by: Toyota

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# LETTER FROM THE EDITOR

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As we think about the word “vision” and what it means, we typically lean toward our ability to see. As we dive deeper into what our vision is, we start thinking about goals that we’d like to achieve over time and trying to “see” how we can pursue those plans that we have envisioned for the future.

As a leader on the Supplier Diversity team, I realize the importance of internal engagement, therefore, it is a high priority for me. One of my goals is to establish a regular cadence of engaging with stakeholders from all business units in Supplier Diversity activities, not just procurement teams. Including all Toyota members to join us in our journey to grow our Supplier Diversity engagement and spend is paramount to our success. We can accomplish this through enhanced development of strategies, participation in events and creating more awareness into what we are doing as well as what we plan to do, as expressed in our vision. I want our team members to share what we are doing with the diverse community as we progress toward fulfilling our vision.

As you might have guessed, this issue of Toyota’s Supplier Diversity Newsletter is focused on “Vision.” You’ll learn more about

the Detroit Historical Society’s vision to celebrate Black-owned businesses that exhibit “The Hustle.” Our Partner Spotlight features the African American Supplier Alliance, whose vision is to partner with Toyota to support African American businesses and underprivileged communities. In this edition’s Highlights, we will provide details about this year’s Opportunity Exchange, where the goal is to bring diverse businesses and our Tier I suppliers together in an environment where they can build connections and learn from one another.

My vision is that you will find this information valuable. Thank you for all your great work and continued support of Supplier Diversity!



**MATT GREENE**

Supplier Diversity  
Sr. Manager, Purchasing  
Supplier Development,  
Toyota Motor North America

**As we dive deeper into what our vision is, we start thinking about goals that we’d like to achieve over time and trying to “see” how we can pursue those plans that we have envisioned for the future.**



# EXECUTIVE MESSAGE

**RYAN GRIMM**  
Vice President,  
Purchasing Supplier  
Development, Toyota  
Motor North America

Since joining Toyota in 1998, Ryan Grimm has spent 23 years in various functions at Toyota Motor North America. In previous roles within TMNA, he led the Purchasing Project Management and Strategy Department, led the Office of the CIO, and later returned to the Purchasing Supplier Development division as the General Manager for Parts Supply Chain Operations. Mr. Grimm currently serves as Vice President of Purchasing Supplier Development.

## Briefly describe your role and your team's responsibilities.

As Vice President of Purchasing Supplier Development, I'm responsible for procurement and supplier development for Body, Chassis, Electrical & Electronics, Powertrain, and Battery. I also have responsibility for the Project Management and Supplier Relations functions.

## How do you and your team prioritize Diversity + Inclusion?

Our Diversity and Inclusion efforts start with leadership. There, the expectations are set across the organization so that D&I is found in every division's hoshin as a top priority. In PSD, we prioritize Supplier Diversity with clear targets and initiatives geared at supporting current diverse suppliers and providing new diverse suppliers with business opportunities within Toyota.

## How do you maintain relationships in a remote work environment?

## What challenges have you seen along the way and what best practices can you share?

Remote work seemed to happen overnight and the impacts to relationships have been incomprehensible. Most of the existing relationships have been maintained. However, I worry about developing relationships with our new members who will ultimately take over and run PSD in the future.

We feel that a hybrid work approach is a key best practice. Also, I make it a point to turn my camera on when meeting virtually with my team. I feel my team connects with me better when they can see my face, as this will help when we meet more regularly face to face.

## Our readers would enjoy learning more about you on a personal level. Would you share a bit about your activities and interests outside of your work at Toyota?

My interests outside of work revolve almost solely around my family. My wife and I have 3 children, a 17-year-old daughter, 14-year-old son, and 6-year-old son. My wife and I have taught our kids about the importance of embracing people and their differences. As I reflect on my life, I feel blessed to have had the opportunities that I had throughout college and my professional career.



# PARTNER SPOTLIGHT

## **Tell us a bit about your organization and what it means to be a partner spotlight?**

The mission of TAASA is to develop and create growth opportunities for African American owned businesses and elevate the communities in which they serve while advancing and aligning with Toyota's long-term business plans. Our partnership with Toyota is crucial to our vision of supporting African American businesses and underprivileged communities.

## **What needs motivated your team to come together and address the gaps in your industry?**

TAASA provides a single point of contact to assist Toyota and African American suppliers with aligning goals and objectives. Also, we share best practices with other African American suppliers, thus allowing them the opportunity to increase their knowledge and incorporate it as they continue to grow their businesses.

## **What inspires or motivates you to advocate for diversity and inclusion in today's business environment?**

We operate in very diverse communities; therefore, it is critical that we mirror that diversity in our business environment. As we strive toward the goal of continuous improvement, we do so with the understanding that it requires diverse and inclusive thought for us to achieve progress.

## **What's next for your organization?**

In our next phase, we plan to open up TAASA membership to other African American suppliers. Growth is key to our success, so we look forward to being able to add more members. As we continue to grow, our outreach will increase and we'll be able to provide support to additional suppliers who will benefit from the growth opportunities that we provide.

## **What lesson have you learned that you would want to share with other diverse businesses to be successful?**

All of the founding members of TAASA have over 30 years of automotive experience. While our goal is to share our knowledge with African American suppliers, we realize that we can also learn from other suppliers' experiences. We want to facilitate an environment where suppliers can pour knowledge into each other, thereby allowing everyone to experience opportunities for learning and advancement.



## **KIRK LEWIS**

President, The African American Supplier Alliance (TAASA)

## **MEMBER COMPANIES:**

- Blue Springs Metals/Georgetown Metals Processing/Madison Metals Processing
- Millennium Steel of Texas
- Chemico
- Diversity-Vuteq
- Magnolia Automotive Services
- Superior Maintenance

## **YEAR COMPANY FOUNDED: 2020**

## **KEY CONTACT INFORMATION:**

Kirk Lewis

[kirk\\_lewis50@bluespringmetals.com](mailto:kirk_lewis50@bluespringmetals.com)  
(662) 308-0186

## **CORE COMPETENCIES:**

Advocate, Donate & Volunteer

## **PRODUCTS/SERVICES PROVIDING TO TOYOTA:**

- Regularly meet to discuss industry issues and best practices
- Collaborate on community events
- Support educational & mentoring programs within the community
- Support other African American Suppliers



## LYNNE DAVIS

Senior Manager, Technical Strategy, Planning and Operations, Toyota Motor North America

### GET TO KNOW LYNNE

Lynne's career with Toyota began in May 1996 in Purchasing Supplier Development. As her responsibilities increased, Lynne moved into the roles of Director of Supplier Public Policy and USMCA R&D Implementation Lead. Her current role supports all of Research and Development as Senior Manager, General Affairs.

Lynne also serves as Chair of Toyota R&D's ToyotAbility Business Partnering Group, Vice President on the Board of Directors for Great Lakes Women's Business Council, and Vice President of Tecumseh Public Schools, Board of Education.

We asked Lynne to share her insights into how D&I continues to shape her professional journey. Her responses reflect her personal and professional dedication to "One Toyota" and "Mobility for All."



# DIVERSITY CHAMPIONS

We are pleased to introduce you to Lynne Davis, Senior Manager Technical Strategy, Planning and Operations. She is responsible for managing R&D's annual plan and culture initiatives, R&D communications, industry and community affairs, and co-op coordination.

### What (or who) inspires you to champion diversity and inclusion at work and in your community?

My daughters inspire me. Molly has Down Syndrome. Kailley was in foster care before joining our family. Being their mom has highlighted the concept of equity and how much more work we must do in all areas of diversity. When I envision their future, I want to know that I did all I could to give them and their peers the best chance for success, whether that's through business, community relations, or being their advocate on the school board.

### In what ways do you believe Supplier Diversity strengthens Toyota's competitive advantage?

It brings more perspectives, experiences, and knowledge to the team. Our diverse suppliers manage some of our most important commodities and bring years of business acumen to the table. They are our most ardent supporters, constructive critics, and fiercest advocates. They are directly involved in the communities where they work and live and are an extension of Team Toyota. Our customer base is so diverse, in part, because of our diverse supply base.

### How much of an impact has your role at Great Lakes Women's Business Council had on your perspective of supplier diversity?

It elevated my understanding of supplier diversity by watching the team operate during COVID-19. Their innovations of new programs and services that educate, support, and drive WBEs and MBEs forward are very impressive. They didn't miss a beat in finding new sources for business lending, developing virtual support systems for members, and continuing to educate and develop their team about supplier diversity.



## Celebrating Those Who Exemplify

# THE HUSTLE

In Detroit, Michigan, many small Black businesses serve as the cornerstones of their communities. These small businesses and the people who run them play a significant role in serving and supporting the city's neighborhoods as they provide neighbors with opportunities for employment, recreation, support and socializing, as well as provide access to quality goods and services and skilled care.

Unfortunately, few small Black businesses in Detroit have the opportunity to experience substantial company growth along with the ability to hire employees as they do not have sufficient access to investment capital. Although these businesses have not commanded the media attention of some of Detroit's more recent transplants or larger tech start-ups, their stories deserve to be more widely known because they are anchors in the community with an abundance of rich and educational history that is worthy of being shared with the masses.

**The Hustle is a multi-year community engagement and exhibition project at the Detroit Historical Museum that was created by the Detroit Historical Society to allow many small Black businesses the opportunity to be recognized for their accomplishments and sustainability in the Detroit community. Interestingly enough, the logo for The Hustle represents the streets of downtown Detroit, which aligns with The Hustle's mission of reaching into Detroit's neighborhoods to identify and celebrate the inspiring stories of the city's Black entrepreneurs who may have never expected to see themselves celebrated in a historical museum. The program focuses on small Black businesses that are not often recognized, such as hair salons, barbers, lawn services, restaurants, chefs, auto detailers, graphic designers, gyms, personal trainers, trades such as carpenters and electricians, florists, jewelers, day cares, nursing homes, pest control, and transportation companies.**



Incorporating large-scale photography by Detroit photographers, oral histories, museum exhibits and events, public programming, school tours and a resource summit, The Hustle strives to serve the unsung community members whose contributions are not always recognized through programming, exhibits and events. Through The Hustle, the Detroit Historical Society will document the history of Black Detroit businesses who are the backbone of their neighborhoods and share the stories of Detroit's outstanding Black entrepreneurs by featuring them in the Detroit Historical Museum for the next two years. This is such a remarkable accomplishment as this initiative is the first ever project of its kind for Detroit that focuses on small Black-owned businesses and Black entrepreneurs.

**Detroit Historical Society CEO Elana Rugh says, "Our mission is to tell Detroit's stories and why they matter. No story is too big, or too small for our museums and we often say our goal is that our visitors will see themselves somewhere in our halls or on our walls. The Hustle will do that in a way that no other project ever has, and we are excited to celebrate these stories in our museum."**



During the months of May and June, the Detroit Historical Society crowdsourced nominations from the community to identify Detroit's Black entrepreneurs that exemplify The Hustle. Black entrepreneurs or business owners of any age or at any career stage were eligible to be nominated. Nominations for The Hustle closed on June 30, 2022, and there was an overwhelming response with over 700 nominations submitted! The Hustle nomination committee has selected 36 nominees that will be featured in a series of special exhibitions at the Detroit Historical Museum. However, all nominees will be listed in the project for their contributions.

**The final honorees for The Hustle will be featured in rotating exhibits at the Detroit Historical Museum, beginning in Fall 2022 and continuing through Spring and Summer 2023.**

The exhibits will be supported by educational programs and public events, including a resource summit designed to support entrepreneurs at every stage of their journeys. Honorees' personal stories, portraits and artifacts will be archived in the Detroit Historical Society's permanent collection to document the city's current crop of remarkable entrepreneurs and the important roles that they play in our history. The 150,000+ adults and children who visit the Detroit Historical Museum annually will be exposed to a celebration of the unsung innovators in the Detroit community and will be enlightened with the access to a showcase of the passion and potential in the city's small Black business community.



The Hustle is sponsored by The Gilbert Family Foundation, Toyota Motor North America, and AAA/The Auto Club Group. Additional funding was generously provided by Bank of America, PNC Bank and JP Morgan Chase.

Toyota is the lead sponsor with automotive exclusivity. "Toyota is proud to support this program showcasing the many Detroit Black unsung entrepreneurs that make this city thrive," said Alva Adams Mason, group manager, Multicultural Business Alliance and Strategy; and Multicultural Dealer Relations, Toyota Motor North America. "Toyota is focused on creating opportunities for all as we celebrate the differences that make us all unique and ensure not just a seat at the table, but a ticket to the party and a spot in the driver's seat. The Detroit Historical Society's The Hustle is aligned to our mission of shining a light on building a marketplace with limitless possibilities for all."

**"Detroit's entrepreneurs, especially our Black entrepreneurs, are the backbone upon which this city was built," added Jasmin DeForrest, Director of Arts & Culture for the Gilbert Family Foundation. "We are grateful to the Detroit Historical Museum for lifting up their voices and their stories for the world to hear."**



# HIGHLIGHTS

## TOYOTA RANKS 4TH ON DIVERSITYINC'S TOP 50 COMPANIES FOR DIVERSITY

This has been an exciting year for Toyota's great work in celebrating diversity and demonstrating inclusion! We are honored to share that Toyota Motor North America ranked 4th in DiversityInc's Top 50 Companies for Diversity, which is Toyota's highest ranking yet on this esteemed list. Furthermore, Toyota is proud to be the only automotive manufacturer ranked in the Top 10.

"Diversity and Inclusion is fundamental to our mission of mobility for all and integrated into all aspects of our business," said Sandra Phillips Rogers, chief diversity officer and chief legal officer, Toyota Motor North America. "Our results this year underscore the heart of the Toyota Way, showing respect for people, acting for others, and reflecting our quest for continuous improvement. I thank all our employees for contributing to this achievement."

*The DiversityInc Top 50 list, issued yearly since 2001, recognizes the nation's top companies for diversity and inclusion management. Toyota has been recognized as a Top 50 Company for Diversity for 15 consecutive years.*



**Toyota also received special recognition in the following areas:**

- **No. 2** Top Companies for Mentoring
- **No. 6** Top Companies for LGBTQ+ Employees
- **No. 10** Top Companies for Asian-American Executives
- **No. 11** Top Companies for Talent Acquisition for Women of Color
- **No. 11** Top Companies for Black Executives
- **No. 15** Top Companies for Supplier Diversity
- **No. 24** Top Companies for Environmental, Social & Governance



**Fireside Chat with Team Toyota Athlete, Jerome Avery**

On **October 20, 2022**, Toyota's Opportunity Exchange will return as an in-person event at Suburban Showplace in Novi, Michigan. Featuring a tradeshow, educational seminars, and networking, Toyota's annual professional development and networking conference provides a dynamic forum to gain knowledge and build relationships with Toyota Tier I suppliers (Direct and Plant Indirect). This year's event will demonstrate Toyota's continued commitment to recognizing the importance and value of positioning diversity and inclusion as a strategic business priority, by providing a venue to bring diverse businesses and our Tier I suppliers together to be encouraged, informed, and better connected.

This year's theme, **"Building Partnerships for Innovation and Inclusion"**, will explore the countless approaches to finding new and better ways to work together as

we continue the journey towards greater growth and success and mobility for all. The goal of this event is to provide inspiration for participants who possess a shared spirit of collaboration and continuous improvement by allowing them the opportunity to explore real world opportunities within Toyota's nationwide supplier base.

This year's event will feature a Fireside Chat with Team Toyota athlete, Jerome Avery. Jerome has been a guide runner with U.S. Paralympics since 2004 and has guided David Brown, one of the world's top visually-impaired sprinters, since 2014. Once an Olympic Hopeful himself, Jerome finished in the top 20 in the 2000 U.S. Olympic Trials and in the top 15 in the 2004 Olympic Trials.

For additional event details, please visit: <http://onetoyotasupplierdiversity.com>.

# MEET THE TEAM

## MATT GREENE **Senior Manager**



- Oversees the Manufacturing and Sales Divisions
- Building of Toyota's Supplier Diversity Processes
- Development of Diverse Companies
- Organizations: AIG, BDR, NBL

## JENNIFER HOFFMAN **Manager**



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

## TIM YAMADA **Manager**



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

## ADRINA WALKER **Analyst**



- Tier II Program Management
- Opportunity Exchange
- Marketing Lead
- Organizations: WBENC, Mid-States MSDC, TriState MSDC, WBEC-ORV, CAMSC, WBE Canada

## BEATRICE LIAU **Analyst**



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

## ALYSSA KIRKOPOULOS **Administrator**



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

# COUNCIL EVENTS

## SEPTEMBER

**20** **WBC-Southwest** | Connections to Contracts Austin

## OCTOBER

**02** **USHCC** | 2022 USHCC National Conference

**04** **MMSDC** | ACE Awards

**14** **CAMSC** | 18th Annual Business Achievement Awards Gala

**20** **TOYOTA Opportunity Exchange**

**29** **NMSDC** | NMSDC 50th Anniversary Conference & Exchange

## NOVEMBER

**04** **GWBC** | ACE Awards

**09** **WBE-Canada** | 2022 National Conference & Excellence Awards

**09** **NVBDC** | National Veteran Business Matchmaking Conference + Vets Nights Out

**11** **SRMSDC** | Half Past Six

**11** **Mid-StatesMSDC** | Annual Dinner and Awards Celebration

**11** **WBC-Southwest** | Harvesting Partnerships

**14** **Rainbow PUSH** | 2022 Rainbow PUSH Automotive Summit

**17** **WBEA** | Cutting Edge & Connections Awards

**18** **DFWMSDC** | E Awards

## DECEMBER

**02** **MHCC** | Fiesta Hispana Gala

**05** **DFWMSDC** | GOLF CLASSIC

**15** **SRMSDC** | Annual Meeting (End of the Year Soiree)