



Supplier
Diversity

NEWS LETTER

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**Meet
the Team**

In 2023, we've had an amazing year marked by significant achievements and meaningful relationships. As we look back on our growth, it's crucial to acknowledge the invaluable contributions of everyone involved, including our loyal customers and dedicated employees. Drawing from the knowledge gained, we will continue to build strong relationships and cultivate a culture of respect. Let us uphold this guiding philosophy as we strive to make a positive impact for our community.

When speaking of our community, it's important to recognize that Toyota Suppliers are not only part of our community, but they are also part of our Toyota family. According to the U.S. Bureau of the Census, about 90% of American businesses are family-owned or controlled. In accordance with that statistic, most Diverse Certified companies are multigenerational, family-owned businesses that have been working with us through the first, second, and, in some cases, fourth generations. We consider them family as we have grown together and provided support over the years. While we reflect on the profound significance of these relationships, I believe it is essential to nurture these connections as they are vital in shaping our collective success.

As we transition into the New Year, I urge you to celebrate by finding ways to give back to your community. I also encourage you to take a moment to reflect on the importance of your family, embrace your loved ones, and express your appreciation for them and their role in your life. Our family is a source of strength and joy, and its importance cannot be overstated.

As we prepare to embrace the future, get ready for an exciting journey, driven by a passion for equity, innovation, and unwavering support for our diverse suppliers, customers, and family.

As always, thank you for all your great work and continued support of Supplier Diversity.

**MATT
GREENE**

Sr. Manager - Supplier Diversity,
Purchasing Supplier Development



DIVERSITY CHAMPION

**I BELIEVE
THAT OUR
ORGANIZATION
IS STRONGER
WITH MORE
DIVERSITY
OF VOICES**

We are pleased to introduce you to Meg Wallace, a Senior Engineer who has been with Toyota Research & Development since 1995. She is responsible for Workforce Development, Industry Affairs, and Community Relations in the Technical Strategy & Planning Office (TSPO).

Meg is a graduate of Georgia Tech and started her career at Toyota Research & Development, where she worked in seat evaluation and development for many years. Eventually, she received the opportunity to rotate to HR and then to TSPO to pursue her passion for community-focused activities, where she is committed to increasing opportunities for those in our underrepresented communities.

**MEG
WALLACE**

Senior Engineer,
Technical Strategy &
Planning Office (TSPO)



DIVERSITY CHAMPION | MEG WALLACE

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

Carla Wright, a former executive at R&D, now at TMMTX, inspired me to be a D&I Champion. She was always looking for ways to give more opportunities to more people in our organization and to recognize the talents of people who might be overlooked. In addition, I see a lot of potential and untapped talent in our wider community, which is also very motivating.

Wolverine Pathways students learning about hydrogen fuel cells from Jim Wallace, GM PCE1



What are some examples of activities or causes you have championed in your role as "Diversity Champion?"

In 2019, with the support of Carla Wright and the Regional Diversity Champions, I led the initiative to get Toyota involved with the Wolverine Pathways program at the University of Michigan. Wolverine Pathways is a college readiness program that targets underrepresented communities at the University of Michigan—Southfield, Detroit, and Ypsilanti. The program provides opportunities for students to get the skills they need to be admitted to the University of Michigan. Should the student receive acceptance to the University, their hard work is rewarded with free tuition. Toyota has supported the program by bringing students in for a summer internship between their junior and senior high school years.

FAME Students with Tyler Ray (TSPO) and Zach Van Buren (IVS) promoting FAME at Ann Arbor Spark's Tech Trek event



As part of my current "Workforce Development" role, I have strongly advocated for bringing the first chapter of FAME (Federation of Advanced Manufacturing Education) to Michigan. The two- year work/study degree program provides opportunities to students of many backgrounds and aims to mitigate college debt. FAME is an employer-led collaborative to educate global-best, entry-level, advanced manufacturing technicians. Toyota R&D is sponsoring five students in the first cohort of the Michigan FAME Mitten Chapter that started in August 2023 at Washtenaw Community College. There are 7 employer members of the MI FAME Mitten Chapter, and we are always looking for additional companies to join—so let us know if you are interested.

Another workforce project I co-lead is the Driving Possibilities initiative with the Ypsilanti Community and Lincoln Consolidated Schools. Toyota is rolling out Driving Possibilities nationally in 15 of our operational communities, and we are excited about this investment in education in Michigan. This STEM and Career readiness program starts with the assumption that all students should have access to the high-growth careers of tomorrow. We are also looking for other companies to join using this work.

DIVERSITY CHAMPION | MEG WALLACE



Wolverine Pathways students with the University of Michigan President, Santa Ono and Dean of Engineering Steve L. Ceccio

What are some of your favorite D+I resources?

In the past few years, the Michigan United Way has offered a 21-day Equity Challenge that I have found very informative. It provides daily D&I resources over a month-long period. I also follow the work of Brené Brown and Malcolm Gladwell and am a devoted listener to Fresh Air on NPR.

As businesses and suppliers look to continue their diversity efforts, what are three “New Year’s Resolutions” you’d challenge them to uphold in 2024?

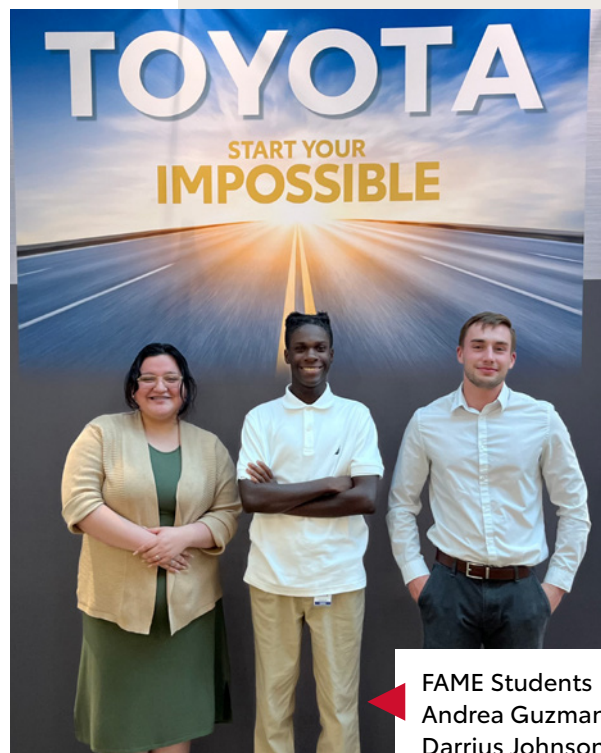
Be curious. Listen to people of different backgrounds and generations. Create diverse project teams. I find that ideas that emerge from a diverse team’s discussion are usually much better than those that one person comes up with on their own.

Knowing that being a “Diversity Champion” can be difficult, what keeps you motivated to keep pushing in the space?

I truly believe that problems, especially complex problems, are best and most accurately solved with a diverse team. As an engineering company, we are in the business of problem-solving. We will do our best work by including diverse voices.



Driving Possibilities Students on announcement day



FAME Students Andrea Guzman, Darrius Johnson and Bryan Tank on their first day at Toyota

TO LEARN MORE ABOUT FAME, EMAIL MEG.WALLACE@TOYOTA.COM



ARISTEO CONSTRUCTION

LOCATED IN LIVONIA, MI

FOUNDED IN 1977

INFO@ARISTEO.COM

ARISTEO.COM

PARTNER SPOTLIGHT

MICHELLE BARTON

President



Aristeo is a chosen partner to customers in the manufacturing, commercial, power & energy, and industrial markets, offering a comprehensive suite of construction services from pre-construction through project completion. We also offer significant self-perform services, including civil/earthwork, concrete, steel fabrication, and steel erection, giving us better control over safety, quality, and schedule outcomes.

Founded in 1977, Aristeo Construction is one of the nation's largest general contractors in the automotive sector and is the country's largest WBENC-certified general contractor, with a seasoned leadership team including sisters Michelle Aristeo Barton and Anne Aristeo Martinelli. As President, Michelle is responsible for the profit and loss of Aristeo, as well as its 700 employees. As Chief Strategy Officer, Anne leads the strategy, business development, and marketing teams to meet the company's goals.

ANNE MARTINELLI

Chief Strategy Officer



Aristeo has been a strategic partner to Toyota for nearly two decades, providing high-quality services on strategic projects, such as:

A PLANT TRANSFORMATION PROJECT at Toyota Kentucky without schedule delays and a perfect safety record. Activities included three electrification-related expansion projects totaling more than 460,000 square feet of new space for body weld and paint shops.

A 114,000-SQUARE-FOOT BUILDING EXPANSION for a new four-cylinder production line with the capacity to produce engines for both combustion and hybrid electric powertrains in Huntsville, Ala.

KICKED OFF CONSTRUCTION for the new Toyota Battery Manufacturing North Carolina (TBMNC) plant. The \$13.9 billion battery plant will expand Toyota's hybrid and electric vehicle efforts.

PARTNER SPOTLIGHT | ARISTEO CONSTRUCTION

Tell us a bit about your organization and what makes the partnership between Toyota and Aristeo a fruitful one.

Aristeo was founded in 1977 as a small excavating and concrete contractor with only \$10,000 and a truck. As the industry changed over nearly half a century, we evolved into a full-service general contractor, but Aristeo has remained true to the core values built into the foundation of our business. Because of our commitment to safety, quality, integrity, and excellence, Aristeo remains a chosen partner to long-term customers such as Toyota.

Partnership is a two-way street, and throughout our 17-year business relationship, we have always been treated as a true extension of the Toyota team. It's this partnership mindset that has allowed us to turn construction drawings on paper into world-class facilities.

How and when did Aristeo's relationship with Toyota begin?

Toyota and Aristeo's successful relationship first began in 2005, when Aristeo was a Tier 2 contractor on a steel erection project at TMMTX. Since then, we've gone on to manage some of Toyota's most strategic projects, such as Toyota Battery Manufacturing North Carolina.

Aristeo was honored this year with Toyota's Outstanding Business Partner Award, which is given to the top indirect supplier. What does this recognition from Toyota mean to your company?

We are deeply humbled by the recognition that our entire team received, which is a testament to a foundation built over years of the team's work ethic and its commitment to high standards of safety, quality, and customer service. We honored and thanked our team members by taking the award to every one of our Toyota job sites, Stanley Cup style.

How does Aristeo think about diversity and inclusion? What are the company's main priorities for D&I?

As a general contractor, we are always trying to promote a more inclusive and all-encompassing working population within our company, among our subcontractors and suppliers, and throughout the industry. We believe it's important to recruit new populations and integrate them into our existing workforce. We strive to have people from different backgrounds working alongside us and to respect the different ideas that are brought to the table to create better value for our customers.



2022 GLWBC
Conference



2022 Outstanding
Business Partner
Annual Business
Meeting - Awards Dinner



MMSDC (Michigan Minority
Supplier Development
Council) 2023 Ace Awards
VIP Reception



You and your sister have a unique vantage point as women leaders in the construction industry. How has that perspective helped shape Aristeo's DEI efforts?

First and foremost, it's important for us to think about how hard we all work together to serve our customers and that we're one team. We tend to focus on doing the work correctly for our customers and delivering an exceptionally high level of quality, safety, value, and adherence to project schedules. Those are the metrics we hold ourselves and our team accountable to, and it's one of the reasons we were Toyota's Outstanding Business Partner of the Year.

After becoming a WBENC-certified WBE in 2018, we started getting involved in mentoring numerous cohorts of women-owned businesses and providing keynotes to other women-owned businesses. The focus on excellence and accountability is what we are teaching to these diverse businesses. Anne is also currently on the board of the Great Lakes Women's Business Council. It's a big part of our personal pledge to develop other women-owned businesses both in the construction industry and beyond to prepare them to work with global enterprises like Toyota.

What have you found most valuable about Toyota's Opportunity Exchange [OE]?

OE helps us grow our supplier base, grow our potential list of diverse suppliers, and re-engage with Toyota, its Tier 1 supply base, and diverse business constituencies such as the Great Lakes Women's Business Council, Michigan Minority Supplier Development Council, NVBDC, etc. It is such a valuable experience to have the opportunity to connect with them onsite. We appreciate the consistent inbound traffic from suppliers who want to engage with us – each year we are networking at our booth for three straight hours!





A BRUSHSTROKE OF CHANGE

HOW A MURAL CAN AMPLIFY VOICES & A MOVEMENT

In July, NIMBUS, an independent strategic marketing and communications agency focused on identifying cultural relevance and developing inclusive marketing engagement, was honored to have the mural unveiling of "Twan's Gift."

"Twan's Gift" is a mural based on Pulitzer Prize winner Jon Cherry's thought-provoking photograph of Louisville's 2020 protests after the deaths of Breonna Taylor and George Floyd. With this project, world-renowned artists Jared Diaz and Darius Dennis sought to channel the power of art in the format of a large-scale, museum-quality mural painting in order to recreate Cherry's photograph.

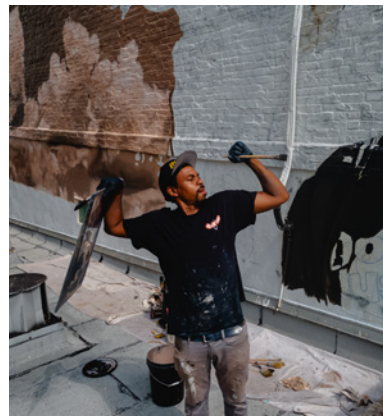
A BRUSHSTROKE OF CHANGE: HOW A MURAL CAN AMPLIFY VOICES AND A MOVEMENT

In the ever-evolving landscape of civil rights advocacy, the journey toward equality and justice takes a significant step forward with the unveiling of “Twan’s Gift.” The mural is more than a project; it represents a commitment to pushing the boundaries of civil rights advancements and fostering a society where equality is not just a concept but a lived reality.



PHOTOS BY JON CHERRY

The goal of this project was to amplify the voices and faces of these individuals by creating a mural that eternalizes and documents their role in the progression of Black voices. This work aims to inspire artists and activists alike who aim to move the needle of justice through their own medium and serve as an example for what grassroots monument-making can look like in an honest, unabashed pursuit for racial justice. We also hope that this platform can highlight locals in the community who have carried the torch with or without a spotlight, while also making a mark in the Louisville public art space and artwork as a deliberate, avant-garde approach to art as activism.



**STACEY
WADE**

NIMBUS CEO
and Executive
Creative Director

Community engagement lies at the heart of “Twan’s Gift.” NIMBUS and the artists understand that lasting change requires the active participation of communities. This project was intended to inspire the residents of Louisville and serve as a revolutionary anecdote to community building. For NIMBUS and the community, “Twan’s Gift” is not just a mural; it serves as a call to action and a strong reminder that we have a responsibility to continue our work in the journey toward freedom, equality, and equitable treatment.

NIMBUS

NIMBUS BACKGROUND AND RELATIONSHIP WITH TOYOTA

Wade launched NIMBUS in 2002 as a sole proprietor. Over the past 20 years, he and his team have expanded to become a full-service creative agency. By integrating data intelligence with innovation, the NIMBUS team crafts strategies that generate and nurture authentic connections between their client's brands and targeted audiences in today's complex and multicultural marketplace. Clients that have benefited from NIMBUS' expertise include Brown-Forman, Humana, KFC, Louisville Metro United Way, Papa John's International, Toyota North America, Carnival Cruise Line, College Board, MoCaFi, and MassMutual, among others.

The relationship between Toyota and NIMBUS began in 2004. Wade credits the partnership with providing tremendous growth opportunities both within Toyota and with other organizations outside of Toyota.

We were fortunate enough that Toyota was one of our legacy clients and have remained so for nearly nineteen years. Early in our relationship, having the ability to be able to share the work that we were doing for Toyota with potential clients helped us grow into the agency we are today. That work, and having them as a client partner, gave other brands confidence in our ability to perform at a high level. Additionally, Toyota's philosophy of continuous improvement became a part of our agency's DNA early on. It has provided us with a culture of improvement to this day.



Team NIMBUS at the 2023 Ad Age Small Agency Awards Reception

**STACEY
WADE**

TO LEARN MORE ABOUT NIMBUS, VISIT [HELLONIMBUS.COM](https://hellonimbus.com)

SIGNIFICANCE OF BEING A CERTIFIED DIVERSE SUPPLIER

Wade acknowledges that being a Minority Business Enterprise (MBE) has contributed to his agency's growth and success.

"Every business's growth can be tied to deep relationships and opportunities that present themselves through those relationships, as well as your ability to perform the work. But, more importantly, you have to be at the right table in order for those relationships to happen. As a Black-owned Advertising agency in an industry that has historically been less than kind to minorities, those opportunities are far and few in between. However, being an MBE, for us, leveled the playing field and created an opportunity for those relationships to take shape. Without those relationships, NIMBUS would not be the agency that it is today, receiving accolades such as 2021 Ad Age Multicultural Agency of the Year, Ad Age 2021/2023 Agency of the Year, Adweek 2022/2023 Fastest Growing Agencies, and Cynopsis 2023 Top Woman in Media. We continue to support NMSDC as they have supported us from the beginning."

Additionally, Wade attributes NIMBUS' success to persistence and belief in the services that his agency is providing. He advises other Diverse Suppliers to use their naiveté or fearlessness, whichever feels right, as they are getting their business off the ground, as it can be helpful in the beginning stages. Wade shares that "being able to take big swings, but not understanding just how big those swings are, will be helpful as you start to establish and gain footing. It's a bit of a superpower in the beginning."

When asked about the importance of being an advocate for diversity and inclusion, Wade recalls how hard it was, and still is, for him, so "advocating for D&I in today's business environment is as important today as it was when I started 22 years ago. Unfortunately, D&I is under attack, and quite frankly has always been." Consequently, he is intentional about searching for certified MBEs to work with as a tier II to the work being done for all their clients. Additionally, NIMBUS carefully curates their team to represent the communities in which they serve.

Wade believes that authenticity is vital to developing key supplier partner relationships within the community. "It's hard to be anyone else but yourself; being someone else will become exhausting at some point and puts you in a position of being inauthentic. Your voice is your line of delineation amongst your competitive set. It becomes a part of your success story if used correctly. In the beginning, it's the main ingredient that helps lay the foundation of your company's culture and ultimately creates opportunities for growth. It's your voice - and only your voice."

**DAWN
WADE**

Managing Partner
and Chief
Strategy Officer



Leah Curry
TMMI
President,
Chris
Garramone
PSD - GM,
Susan
Elkington,
Senior VP -
Electric
Vehicle
Supply



OE→2023 POWERING OPPORTUNITY TOGETHER



Seminar Speaker-
Star Bobatoon



Keynote
Speaker-
Robyn
Benincasa



The Toyota Supplier Diversity team would like to express a warm and heartfelt thank you to each and every person who attended Opportunity Exchange 2023. We can't express enough appreciation for our incredible partners, volunteers, and staff whose efforts contributed to making this event a memorable one.

Your presence and contributions were priceless, embodying an excellent representation of the spirit of Powering Opportunity Together. This year's event welcomed over 1,300 attendees, and the enthusiasm you brought to the table transformed the event into a celebration of collaboration and success. We're excited to learn about the business growth that emerged from the connections made during the event.

Let's continue this journey of collaboration, knowing that it's each person's unique contributions that make our collective efforts truly remarkable. Thank you for being the heartbeat of our event!



**Stay Updated on OE 2024
and Upcoming Events at
onetoyotasupplierdiversity.com!**

Q4 HIGH LIGHTS



WOMEN'S
BUSINESS
COUNCIL
—
SOUTHWEST



Excellence in Supplier Diversity Program Recognizes Toyota as Best in Class

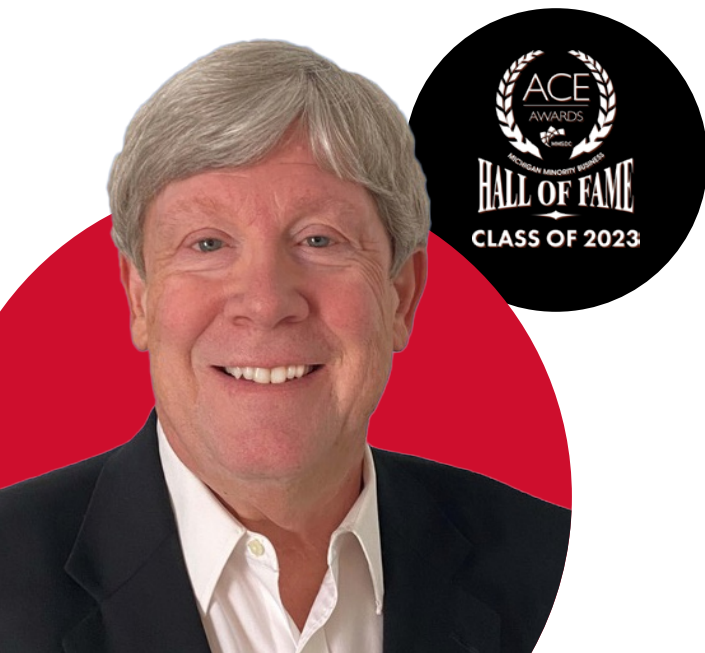
In a testament to its commitment to successfully integrating supplier diversity, advocacy, and having meaningful results in LGBTQ+ and women-owned business enterprises, Toyota was recently recognized as a **"Best in Class Corporation"** by the following:

- **Great Lakes Women's Business Council (GLWBC)**
- **Women's Business Enterprise Council South (WBEC-South)**
- **Women's Business Enterprise Council Southwest (WBEC Southwest)**
- **National Business Inclusion Consortium (NBIC)**
 - **Top 50 Best-of-the-Best Corporation for Inclusion Award**
- **WBEC Southwest Corporate Advocate of the Year**
 - **Joe Mossinger, Senior Manager, Strategic Sourcing**

Toyota Receives Top Honor as Corporation of the Year

Toyota was recently announced as the **2023 "Corporation of the Year"** Award by two councils. This prestigious award is a great recognition of Toyota's remarkable efforts in developing and expanding procurement opportunities for minority and women-owned businesses. The presenting councils are as follows:

- **National Minority Supplier Development Council (NMSDC)**
- **Mid-States Minority Supplier Development Council**



Congratulations to ACE Hall of Fame Honoree Gene Tabor

We are thrilled to announce that **Gene Tabor** was recognized as a **Michigan Minority Business Hall of Fame honoree** at the 2023 ACE Gala. The Hall of Fame was created by the Michigan Minority Supplier Development Council (MMSDC) to ensure that pioneers of their industry are celebrated for the indelible imprint they've made on minority businesses that are driving the state's economy while empowering communities that are often left behind. This year, Mr. Tabor was honored by MMSDC as one of four trailblazers who has made a legendary transformational impact on the history of Michigan's minority business growth.

“IN 2024...

TOYOTA SUPPLIER DIVERSITY NEW YEAR'S RESOLUTIONS

“

To plan to practice *kindness* in my everyday *interactions*.

MATT GREENE



MATT GREENE *Senior Manager*

- Leading & Building of Toyota's Supplier Diversity Processes
- Council & Organization Events and Opportunity Exchange

“

TO WAKE UP earlier every weekday and use that time for *self care*.

JENNIFER HOFFMAN



JENNIFER HOFFMAN *Manager*

- Supplier Diversity Corporate Mentorship Program - Driving Impact – a Toyota/Adient effort
- Council & Organization Events and Opportunity Exchange

“

To do more random acts of kindness in 2024.

TIM YAMADA



TIM YAMADA *Manager*

- Financial Services Supplier Diversity Lead
- Mentorship Program for Small and Diverse Businesses (*Lead*)
- Council & Organization Events and Opportunity Exchange

To practice gratitude in my everyday life and appreciate my children, family and friends more.

BEATRICE LIAU



BEATRICE LIAU *Lead*

- Tier 1 & Tier 2 Spend Analytics and Reporting (*Lead*)
- Marketing Strategy and Branding (*Lead*)
- Council & Organization Events and Opportunity Exchange

“

To spend each day reading the Bible and loving people well.

ADRINA WALKER



ADRINA WALKER *Lead*

- Supplier Intake
- Councils & Organizations Sponsorship (*Lead*)
- Opportunity Exchange (*Support*)

“

To spend *more time* with my family and friends.

ALYSSA CETNAR



ALYSSA CETNAR *Administrator*

- Supplier Diversity Events Coordination
- Council & Organization Events and Opportunity Exchange

TEAM UPDATES

As Adrina embarks on a hiatus to Japan, the Toyota team extends their warmest wishes to her. May her journey bring her new insights and experiences that inspire her to achieve great things. Wishing her safe travels.

**ADRINA
WALKER**



**BEATRICE
LIAU**

Beatrice will be transferring to a Procurement role within Purchasing Supplier Development. Although we are sad to see her leave our team, we are also excited about her upcoming journey and the valuable contributions she will bring to her new team.



WE ARE DELIGHTED TO ANNOUNCE

Ryoko and Beverly are joining the Toyota Supplier Diversity team as Analysts. Having worked at Toyota in various roles before joining the team, they both bring a wealth of experience and knowledge. We are confident that their contributions will be invaluable to our team's goals and objectives. We warmly welcome them and look forward to a successful year ahead!

**RYOKO
WATANABE**



**BEVERLY
WATKINS**

