

Diversity, Equity, Inclusion Policy



Implemented June 2020 | Version 1.2

At _____, we are dedicated to fostering an inclusive environment where diversity is not just acknowledged but celebrated. Our approach to diversity is simple: it's about embracing everyone through representation, equity, curiosity, and action. From cultivating a culture where all employees can bring their best selves to work to deploying diversity initiatives that support all, we're doing what it takes to build a more equitable workplace and world.

We firmly believe that when people feel respected and included, they can unleash their full potential, leading to greater creativity, innovation, and overall success. While we acknowledge that there is more work to be done to advance diversity and inclusion, we're committed to investing in initiatives that propel our company and industry forward.

Our team rallies around a single purpose: to help all families thrive. This purpose directly aligns with our core value of inclusivity as a company. We leverage our purpose to champion a more inclusive society that provides a fulfilling place to work and enhances engagement with our clients, communities, and students.

To create an inclusive environment at _____, we are seeking transformative change by educating ourselves in cultural responsiveness. In this ongoing effort, we are partnering with community members and DEI practitioners to make a positive change. We know this work never ends.

Our DEI committee was established in June 2020 in response to the racial reckoning our country experienced following George Floyd's murder, and to commit to the fight against the systemic injustices that continue to oppress marginalized populations. This committee is a space for employees to consider the broad challenges related to equity and social justice, critically investigate our own understanding and advocacy of DEI values, and prioritize our goals for improving equity and inclusion for the people we serve.

At _____, diversity and inclusion are not just buzzwords; they are integral to our identity and mission. We embrace diversity in all its forms and strive to create an environment where every individual feels valued, heard, and empowered to contribute their unique perspectives. By fostering an inclusive workplace, we aim to create positive impacts both within our organization and beyond, driving positive change in the world.