DIVERSITY, EQUITY, AND INCLUSION (DEI) STATEMENT

POLICY STATEMENT

[Organization Name] is committed to represent the principles of  diversity, equity, and inclusion in all of the work we do that is delivered to clients so to create a work environment that embraces the uniqueness of individuals. We further commit to model those principles in our own workplace and ensure our consultants meet that same uniqueness and representation.

**Diversity** consists of the conditions, expressions, and experiences of different individuals. It encompasses the unique qualities and characteristics that we all possess.

**Equity** means that people of all identities are treated fairly. Their individual rights, responsibilities and opportunities are not dependent upon identity.

**Inclusion** is the cultivation of an environment in which all people are respected, where their differences are celebrated, and where they all have access to the same opportunities.

We **value** diversity, equity, and inclusion because every person has a right to equal treatment, and our organizations as well as our clients’ are strengthened by diverse backgrounds, perspectives, and experiences.

Our **goals** are to foster a diverse and inclusive environment for our clients, with our strategic partners and other stakeholders by being proactive in eliminating barriers faced by equity-seeking groups. We will develop, implement and maintain products, services that support the principles of DEI. We will continuously address issues related to equity-seeking groups that include, but are not limited to, those represented by race, sex, age, physical disabilities, sexual orientation, gender identity, neurodiversity, and socioeconomic status.

We **act**by educating, advocating and providing guidance on counsel on DEI . We will actively work to recognize, develop and promote initiatives towards diversity, equity, and inclusion in our own policies, processes and procedures. All DEI efforts will be data driven and guided by evidence of successful approaches that act to remove barriers to inclusion.