



## DIVERSITY, EQUITY AND INCLUSION

# Start with a Meaningful Statement

Companies have mission statements to clearly state their purpose for existence. They have vision statements to share aspiring goals. There are also lists of core values. They are used to unify and align their people and stakeholders. They show what is important to the organization, they guide decision making, and they are the source of accountability.

Similarly, it can be just as important to have a diversity, equity and inclusion (DEI) statement to clearly state the company's commitment. It shows that the company will provide people the same opportunities, considerations, and protections regardless of their unique physical trait or personal characteristic. It will guide the development of policies, processes and programs. It will also be the means for holding the company accountable.

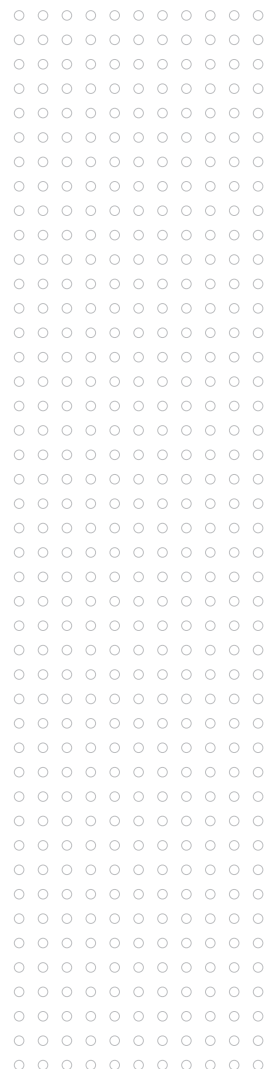
There are myriad examples easily accessible on the internet; one is included below. At a high level, a DEI statement should reflect the personality, values and aspirations of the company and its industry. Writing one will involve numerous rich conversations. The conversations will also serve as a springboard for developing a plan of action to bring the statement to life.

### SAMPLE DIVERSITY, EQUITY AND INCLUSION STATEMENT

ABC Company recognizes that the diversity of our workforce is an essential component to the success of our business. We embrace employees' differences in age, gender, gender expression, race, national origin, ethnicity, culture, religion, sexual orientation, mental, physical, and developmental abilities, and all other aspects that make our employees unique. We are committed to ensuring an inclusive environment by understanding and celebrating these differences.

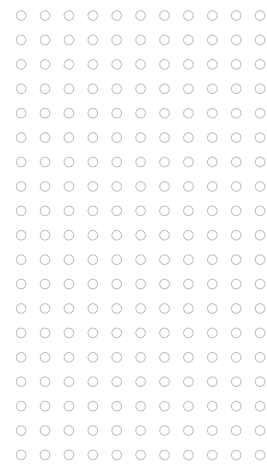
ABC Company's diversity, equity and inclusion initiatives are centered around expectations of respect, kindness, and compassion from all employees at every level of the organization. Some of these expectations include, but are not limited to:

- Encouraging all employees to express their individuality in the workplace
- Ensuring clear and respectful lines of communication at all levels



- Providing employees with a variety of tools to continue their education of diversity in an ever-changing workplace
- Understanding and listening
- Promoting employee engagement
- Committing to fully understanding the diverse needs our clients, colleagues and communities

All ABC Company employees have a responsibility to uphold these standards of mutual respect and understanding. It is through everyone's actions, company programs, resources and initiatives that ABC Company can continue to foster a supportive and encouraging environment for meaningful career growth and overall success.



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