Commitment to Diversity, Equity, and Belonging

We are embracing the undeniable, critical and essential need for organizations to ensure that the workplace is not only a safe and welcoming environment for all persons, but are also proactive in bringing to light instances of unconscious bias in employment practices, and providing opportunities for employees to engage in professional development and celebratory practices involving diversity.

To that end, we, the undersigned have committed to implementing the following within our workplaces:

1. **Building Trust:** We commit to Increasing workplace trust so all employees can have complex, and sometimes difficult, conversations. We will create and maintain safe and belonging environments, platforms, and forums where our people are encouraged to have open dialogue, gaining greater awareness of each other's lived experiences and perspectives, encouraging compassion and open-mindedness, and reinforcing our commitment to a culture of belonging.

2. **Provide Education & Development:** We commit to implement and/or expand multiple ways to increase our knowledge of diversity and keep learning within our organizations in the manner that best fits our specific culture and business. In so doing, we seek to help our employees recognize their own unconscious bias, as well as grow their understanding of, and appreciation for, the unique gifts of all people.

3. **Collaborate:** We commit to helping each other, and other organizations, on our collective journey to improve, learn, and evolve in their current diversity, belonging and equity practices, encouraging them, in turn, to share their successes and challenges with others.

4. **Focus on Equity:** We commit to keeping equity at the center of our daily work. Because each of our employees might need different supports to bring their full selves to our workplaces, we will keep equity in our policies and practices to achieve the long-lasting, positive change we hope to see for our community.

5. **Remain Accountable:** We will track our equity progress, individually and collectively, sharing our experience, progress, and data with each other and the broader community.

We believe these commitments to be but a first step toward building more diverse, and equitable workplaces and a community where we all belong. We encourage you to join us in this work.