



## **DIVERSITY AND INCLUSION POLICY**

### **Purpose/Policy Statement**

Diversity and inclusion are fundamental values of CHESTER STREET FOUNDATION.

As part of this policy, we are committed to a workplace culture that values and promotes diversity, inclusion, equal employment opportunities, and a work environment free of harassment and hostility. This includes:

- Applying principles of equity and social justice to achieve equal employment opportunities for qualified individuals of all backgrounds.
- Attracting, recruiting, retaining, engaging, supporting, developing, and advancing underrepresented and diverse employees (including women, people of color, LGBTQ individuals, and any other underrepresented employees).
- Promoting respectfulness, cultural awareness, and inclusivity by:
  - fostering a collaborative work environment in which all employees participate and contribute;
  - empowering and providing a safe space for all employees to express themselves, exchange ideas, and feel heard; and
  - encouraging employees to be open and curious about others' experiences and perspectives.

Diversity and inclusion are related and equally important concepts. Diversity includes but is not limited to differences in race, ethnicity, sex, gender, sexual orientation, gender identity, disability, religion, age, national origin, military or veteran status, and other categories protected under state or local law. Diversity also includes differences in backgrounds, experiences, perspectives, thoughts, interests, and ideas. Inclusion means ensuring that all employees are valued, heard, engaged, and involved at work and have full opportunities to collaborate, contribute, and grow professionally.

While CHESTER STREET FOUNDATION strives for equitable representation of employees, the purpose of this policy is not to favor certain individuals or groups or have the effect of excluding other individuals or groups.

All leaders, managers, and employees play a role in making CHESTER STREET FOUNDATION a diverse and inclusive place to work for everyone. Please read this policy

carefully and openly and make every effort to understand the importance of diversity and inclusion and the ways we can accomplish these objectives together.

The Board of Directors of CHESTER STREET FOUNDATION is responsible for carrying out the objectives of this policy.

### **Diversity and Inclusion Goals and Action Items**

CHESTER STREET FOUNDATION recognizes that we must continue to challenge ourselves to ensure these values are upheld. CHESTER STREET FOUNDATION is committed to evaluating existing programs and adapting or introducing new initiatives as our diversity and inclusion goals evolve.

CHESTER STREET FOUNDATION always welcomes suggestions from employees about how we can be more inclusive and address and improve diversity issues. If you have any comments, concerns, or suggestions, please contact our CEO or a member of the Board of Directors. CHESTER STREET FOUNDATION prohibits retaliation against employees for making good faith suggestions or complaints regarding CHESTER STREET FOUNDATION's diversity and inclusion efforts.

### **Disclaimer of Restrictions on Employees' Rights under the National Labor Relations Act**

[This policy is not intended to preclude or dissuade employees from engaging in legally protected activities, activities protected by state or federal law, including the National Labor Relations Act, such as discussing wages, benefits, or terms and conditions of employment, forming, joining, or supporting labor unions, bargaining collectively through representatives of their choosing, raising complaints about working conditions for their own and their fellow employees' mutual aid or protection, or legally required activities.

### **Administration of this Policy**

The CHESTER STREET FOUNDATION 's Chief Executive Officer is responsible for the administration of this policy. If you have any questions regarding this policy or if you have questions about diversity and inclusion initiatives that are not addressed in this policy, please contact our CEO or a member of the Board of Directors.