To every \_\_\_\_\_\_\_\_\_\_ Employee:

\_\_\_\_\_\_\_\_\_\_\_\_ is an employer that strives to treat every person with dignity and respect. Each of us comes with different experiences and perspectives. These differences give us strength, and we recognize them as a positive component of our culture. Diversity reflects who we are individually – the traits and characteristics that make us each unique, and the varying talents we bring to the team. Inclusion reflects how we behave toward one another, while respecting our diversity. Being committed to welcoming diversity and promoting inclusion in our workplace is essential in creating a better living for our employees.

Cultivating a culture of diversity and inclusion creates new and interesting ways to view a situation. It gives us a better understanding of our residents and each other and it ultimately creates a happier experience for everybody; however, simply wanting a culture of inclusion doesn’t make it so. I recognize that culture begins at the executive level, and that is why I make this pledge to you:

1. \_\_\_\_\_\_\_\_\_\_\_ will welcome and promote diversity at all levels of our organization.

2. \_\_\_\_\_\_\_\_\_\_\_ will make inclusion part of its culture in creating a better living.

3. \_\_\_\_\_\_\_\_\_\_\_ will be a safe place to have transparent conversations about diversity and inclusion.

4. \_\_\_\_\_\_\_\_\_\_\_ will be a business where employees are safe to be their authentic selves.

Our Diversity and Inclusion Committee (if applicable or sub HR team) will work to ensure that our team members feel welcome and have a place to bring forward related discussion topics. \_\_\_\_\_\_\_\_\_\_\_\_ will offer regular trainings on diversity, inclusion, and equity, and we will strive to recognize and alleviate biases within ourselves and our organization.

Inclusion is a habit that we will create at the foundational level of our culture. People perform at their highest level when they are part of a diverse, inclusive and trusted workplace.

Welcome to the \_\_\_\_\_\_\_\_\_\_\_\_ team,

Chief Executive Officer