# Diversity, Equity, Inclusion (DEI) Principles

To embrace and enhance diversity, equity, and inclusion and to confirm increased belonging, supporting employee, volunteer, and community engagement productivity and attracting top talent.

To create a culture where all differences are welcomed, accepted, and appreciated.

To review all programs, initiatives, and individual cases where opportunities and advancement are open for all.

**Quarterly Reviews**

**Recruitment**
- Number of Exceptional Candidates for open roles
- Candidate's experience
- Present to Team/Organization

**Retention**
- Listen to Feedback
- Create an inclusive environment
- Pair with mentor/offer guidance

**Advancement**
- Promote mobility
- Create Connections
- Opportunities