

# Net at Work Diversity, Equity, and Inclusion Committee Charter

## Introduction

With a mission of helping organizations unleash their power and change the trajectory of their business, all with unmatched responsiveness and customer care, this is the right time for Net at Work to take that mindset to the next level and ensure their diversity, equity, and inclusion (DEI) practices and activities are thriving internally and in their interactions with the businesses they serve.

## Charter Statement/Mission

The Diversity, Equity and Inclusion Committee aims to enable and be the catalyst for an inclusive, equitable, culturally competent, and supportive environment where employees respect each other and models behavior that enriches our work environment.

## Company Diversity Statement

Net at Work strives to be a diverse, inclusive, and equitable workplace and one where all employees, regardless of their gender, race, ethnicity, ability, national origin, age, sexual orientation or identity, education, or religion, feels valued and respected. We are committed to a nondiscriminatory approach and to provide equal opportunity for employment and advancement in all our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices of good will are valued and heard. We will not tolerate the dehumanization of any individual or community.

## Definitions

**Diversity:** The range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, physical ability or attributes, religious or ethical value systems, national origin, political beliefs, and cultures.

**Equity:** Ensuring that everyone has support and access to the resources needed to be successful. Identifying and eliminating barriers that have prevented the full participation of all communities.

**Inclusion:** Ensuring that people of all backgrounds, identities, abilities, perspectives, and beliefs have an equal opportunity to belong, achieve, and contribute at Net at Work. As an inclusive organization we will promote and sustain a sense of belonging; where all people are recognized for their inherent worth and dignity, talents, beliefs, backgrounds, and ways of living.

## Purpose

The Diversity, Equity, and Inclusion Committee will help the company establish and prioritize strategy; set and follow up on operational goals and outcomes; provide educational opportunities on D&I issues; and assist and guide the organization to successfully adopt and implement D&I programs. The Committee will work to maintain D&I as a priority internally and externally for Net at Work.

## Guidelines for Interaction

### **Promise Keeper**

Be present

Respect other members

Attend D&I Committee meetings, sponsored-events, trainings and be prepared to engage

### **Problem Solver**

Approach all the work with a lens of intersectionality

Examine our own implicit biases and areas of privilege

### **Inspiring Coach**

Inspire and educate others as opportunities arise

### **Collaborative Integrator**

Report upstream on decisions that impact the company

Coordinate with HR department, Women at Work and other company initiatives.

### **Driven Intrapreneur**

Activate others

Ongoing brainstorming on how to implement and improve Diversity, Equity, Inclusion and Belonging initiatives