

Diversity, Equity & Inclusion Statement & Policy

Matter of Trust is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

The collective sum of the individual differences, life experience, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees, apprentices, interns, volunteers and advisors invest in their work, represents a vital and valuable part of not only our culture but our reputation and charity's achievement as well.

We are grateful for our team members' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our team's perspectives unique.

Matter of Trust's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all staff and the entire team.
- Teamwork, participation, permitting the representation of all groups and perspectives.
- Work / life balance through flexible work schedules to accommodate staff's varying needs.
- Program contributions to the communities we serve that promote a greater understanding and respect for diversity.

All people officially associated with Matter of Trust have a responsibility to treat others with dignity and respect at all times. Our entire team is expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Any person within our organization who believe they have been subjected to any kind of discrimination that conflicts with Matter of Trust's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.