



# Diversity, Equity, Inclusion & Belonging Policy

## Purpose & Scope

Social Impact (SI) is committed to building a people-centered organization that is focused on cultivating a diverse, equitable and inclusive culture that prioritizes the individual contributions and belonging of all. We believe that such a culture will make us better and more effective in achieving our mission to advance development effectiveness. This policy, along with our company-wide Diversity, Equity, Inclusion & Belonging (DEI&B) strategic objectives, serve to reinforce the commitment, goals and guidance that will enhance and support DEI&B at Social Impact.

This policy applies to all Social Impact staff. It also establishes expectations for our consultants, vendors, and subcontractors.

## Guiding Principles

Our **commitment** to DEI&B is built on the following key principles:

- **Genuine curiosity** and **appreciation** for different views and experiences
- Continuous **learning** and **collaboration**
- Adapting based on **evidence** and **learning**
- Cultural **intelligence, awareness, and advocacy**

## Policy Statement

**Social Impact values, respects, and embraces individual differences both visible and invisible** such as age, color, 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 each person unique.

We are **proud of our diversity and actively seek to expand our network** to ensure that we continue to attract a wide array of talent while maintaining our focus on equitable, inclusive policies and procedures that retain staff and enhance true belonging. We believe that our individual differences enhance our workplace culture and contribute to our collective success as a company.

Our commitment to DEI&B is central to who we are as an organization and is sponsored and supported at the highest levels of the company. **We are committed to ensuring that our DEI&B programs and initiatives are evidence based and apply to organization-wide processes and procedures** that include, but are not limited to, hiring and recruitment, promotion, compensation, benefits, learning & professional development, social & team building programs, procurement, and subcontracting. It is through these continuous efforts that we aspire to foster an organizational culture that embodies the commitments outlined in this policy.

## SI's Commitments

We are committed to **diversity at all levels** and in all divisions, acknowledging that this is an asset to the organization.

We are committed to **equitable treatment and access** to opportunity for all. We advance this by ensuring that equitable standards and practices are reflected in SI policies and embraced by all to mitigate disadvantages to any staff member. We are committed to enabling a culture of inclusion, making space for the sharing of diverse thoughts and perspectives, ensuring all feel welcome and valued.

We are committed to **creating a work environment that encourages mutual respect** in all interactions and communications regardless of an employee's position. It is important that all SI employees feel free to bring their authentic selves to work with full confidence that who they are will not affect their opportunities for growth and development.

We are committed to **creating a culture that helps us raise our individual and collective curiosity** to identify and learn through our unconscious and conscious biases and ensure they do not manifest in our work and interactions with one another.

## Responsibilities

### **Senior Management**

The Senior Management Team (SMT) of Social Impact is responsible for abiding by the commitments laid out in this policy including the responsibilities assigned to supervisors and staff. SMT is also responsible for promoting, sponsoring, and advocating for the overall objectives of the DEI&B policy.

### **Supervisors**

Supervisors are responsible for abiding by the commitments laid out in this policy, including the responsibilities assigned to staff. Supervisors are responsible for ensuring that their supervision of staff is grounded in these commitments.

### **Staff**

All SI employees are responsible for abiding by the commitments laid out in this policy in all aspects of their work, at work functions on and off the work site, on virtual platforms, in online communications and at all other company-sponsored events.

All employees are also required to attend and complete annual DEI&B training to enhance their knowledge and acquire tools and resources to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the Social Impact's DEI&B policy and initiatives should reach out to the Vice President of People & Culture or the Chief Compliance & Ethics Officer.

### **Prohibition of Retaliation**

Social Impact will not tolerate threats or acts of retaliation of any kind against any individuals because they report conduct believed to be in violation of this policy or in good faith provide information relevant to the investigation of any such conduct.

### **Consultants, Vendors and Subcontractors**

It is our expectation that all SI consultants, vendors, and subcontractors read, understand, and abide by the expectations set forth in this policy in addition to their own corporate DEI&B policies. Any questions regarding Social Impact's DEI&B policy should be directed to Social Impact's Chief Compliance & Ethics Officer.

## Definitions

### **Diversity**

The recognition and appreciation of the range of individual differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability, or attributes, religious or ethical values system, national origin, and political beliefs. It is the acknowledgement that diversity is a look (counting people) and a feel that extends far beyond diversity of thought and reaches down into how people see themselves in relation to others.

### **Equity**

Points to fairness and justice in the way people are treated. Equity is an authentic desire for equal access and opportunity for all by looking to ensure systems work for all and not some.

### **Inclusion**

Ensures that all people have a voice and where the inherent worth and dignity of all is recognized. It highlights the effort required of those including and those that are being included. Inclusion is being part of a whole, one that would be missed if it were not there. Inclusion promotes and sustains a sense of belonging, it values and practices respect for the talents, beliefs, backgrounds, and ways of living of all. Inclusion is knowing that one's presence is not just preferred or required but that it is necessary.

### **Belonging**

Belonging is the state in which we all feel welcome as we are. It is the authentic respect for the capabilities, judgment, intent, and contributions of everyone. Belonging is the outcome that we aim to achieve by valuing our collective diversity, advancing equitable policies and procedures, and ensuring that everyone is included, no matter the circumstance.



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