

Justice, Equity, Diversity & Inclusion (JEDI)

When work is fulfilling, people do better. When people do better, families can thrive, and when families thrive, communities flourish. At HFW, we focus on making work much better for everyone so the world flourishes. And so, we are committed to fostering, cultivating, and preserving a culture of justice, diversity, equity, and inclusion. In keeping with our core value of **putting people first**, HFW will implement this policy per the following principles:

- **Dignity** – All employees are treated respectfully.
- **Equity** – All employees are provided equal access to programs, services, opportunities, and facilities.
- **Belonging**– All employees are encouraged to share his/her/their perspectives, listen attentively to others, and purposefully and consistently reach out to each other to foster authentic inclusion.

Our mission is to **help leaders build leaders and good workplaces**. We believe each person offers unique ideas, beliefs, and skills. We not only value these qualities, experiences, and work styles, but we also encourage each other to express them. We know that all of us come from a diverse cultural, legal, societal, political, and religious environment, which improves our ability to implement our mission.

Our core values and mission are strengthened when all members have a voice and are encouraged to contribute in a supportive space. Therefore, we create an environment where everyone feels included, respected, and comfortable to bring their whole self to work. Every HFW team member is expected to help continuously increase the diversity of our team, the level of inclusion, and the feeling of belonging.

At HFW;

Justice seeks to dismantle the barriers to opportunities and systemic disadvantages to people's ability to access resources and opportunities.

Equity ensures everyone has access to the same opportunities and resources so that there is an equal opportunity to thrive.

Diversity encompasses our differences based on what we experience or encounter in access to opportunities and resources.

Inclusion means fostering respect and a team spirit in the workplace and embracing and amplifying the multicultural perspectives, voices, and essence of HFW.