



Diversity, Equity, and Inclusion Policy

Organization Overview

At Reimagine iT, Inc., we are committed to fostering a culture that celebrates and embraces diversity, equity, and inclusion (DEI) in all aspects of our operations. We recognize that diversity strengthens our organization, enhances our creativity, and enriches our community. Our DEI policy reflects our dedication to creating a welcoming and inclusive environment where everyone feels valued, respected, and empowered to contribute their unique perspectives and talents.

Guiding Principles:

1. **Respect and Dignity:** We treat everyone with respect, dignity, and empathy, valuing the unique backgrounds, experiences, and perspectives each individual brings to our organization.
2. **Equity and Fairness:** We strive to create equitable opportunities for all individuals, ensuring fairness in recruitment, hiring, promotion, and advancement processes.
3. **Inclusive Leadership:** Our leaders lead by example, fostering an inclusive culture through open communication, active listening, and inclusive decision-making processes.
4. **Continuous Learning:** We are committed to ongoing education and training to deepen our understanding of diversity issues, dismantle bias, and promote inclusivity.
5. **Accountability:** We hold ourselves accountable for upholding our DEI principles and addressing any instances of discrimination, harassment, or exclusion promptly and effectively.

Policy Statements:

1. **Recruitment and Hiring:** We actively seek to attract and retain a diverse workforce, reflecting the communities we serve. We employ inclusive hiring practices that minimize bias and discrimination, ensuring all candidates are evaluated based on their skills, qualifications, and potential to contribute to our mission.
2. **Workplace Culture:** We cultivate a supportive and inclusive workplace culture where every individual feels welcomed, valued, and empowered to thrive. We promote collaboration, respect, and teamwork, fostering an environment free from harassment, discrimination, or retaliation.



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3. **Professional Development:** We provide opportunities for professional development and advancement to all employees, prioritizing diversity, equity, and inclusion training to enhance cultural competence and promote understanding across our organization.
4. **Accessibility:** We are committed to ensuring our physical spaces, digital platforms, and communication channels are accessible to individuals of all abilities, accommodating diverse needs and preferences to promote inclusivity and equal participation.
5. **Community Engagement:** We actively engage with diverse communities, stakeholders, and partners, seeking input and feedback to inform our programs, services, and initiatives. We prioritize collaboration and partnership with organizations that share our commitment to DEI.
6. **Evaluation and Accountability:** We regularly evaluate our DEI efforts, setting measurable goals and benchmarks to track progress and identify areas for improvement. We encourage feedback from employees, stakeholders, and community members to hold ourselves accountable and drive continuous growth and learning.

Implementation

The implementation of this Diversity, Equity, and Inclusion policy is the responsibility of all employees, volunteers, and leadership within Reimagine IT, Inc. We recognize that achieving our DEI goals requires collective effort, ongoing dedication, and a commitment to fostering a culture of inclusivity and belonging. By embracing diversity, equity, and inclusion as core values, we strengthen our organization, enhance our impact, and create positive change within our community and beyond.

Approved by the Board of Directors on April 26, 2024.

A handwritten signature in blue ink that reads 'Max Fortune'.

Max Fortune
Executive Director
April 26, 2024