

Embracing and Promoting **Diversity and Inclusion** in the Workplace



Our Goals

At DG3, we value the contributions and commitments made day in and day out by our employees. It is our top priority to ensure that each and every one of our employees' views are recognized and respected. The mission of the Diversity and Inclusion Council is to promote and celebrate each individual in our organization, reflecting the depth of our dedication to diversity and embracing a multicultural perspective.

We are one family and are committed to providing a safe and inclusive working environment regardless of race, color, sex, age, national origin, religion, sexual orientation, gender identity and/or expression, military status, and disability.

The DG3 Family Pledge

At DG3, each of us acknowledge the diverse communities we reside in, and it is our responsibility to respect, serve, and support those communities. DG3's Diversity and Inclusion Council pledges to:



1

Provide an inclusive and safe working environment for all.



2

Ensure our workplace is continuously reflective of our evolving society.



3

Celebrate each team member's individuality by creating opportunities for growth and development through increased engagement.

Employee Resource Groups

Employee Resource Groups (ERGs) are voluntary, employee-led groups that foster a diverse, inclusive workplace aligned with our organizational mission, values, goals, business practices, and objectives. ERGs aim to **encourage networking, increase participation and engagement, and stimulate conversation** through various initiatives, including:

- A quarterly D&I newsletter
- Paid volunteer time off (VTO)
- Career Mentorship Program
- In-person and virtual events that feature volunteer speakers

Additionally, DG3's D&I Council works directly with our Human Resources department to improve diversity and equity in recruiting initiatives, charitable community programs, and events and conferences.



Employee Engagement Surveys

As an inherently diverse organization due to our geographical location, we strive to improve engagement by benchmarking employee satisfaction through Engagement Surveys intended to gauge DG3's areas of strength and opportunities for improvement.

Career Mentorship Program



DG3's Career Mentorship Program provides a safe space between managers or tenured employees, and junior or newly hired staff members. Mentees can ask questions and receive confidential guidance from their senior peers. Not only does this help to **increase transparency and trust** between managers and newer employees, but it also provides mentors with further opportunities to improve leadership and coaching skills.

Mentors and mentees meet once per month to discuss topics including but not limited to communication skills, WFH tips, managerial and leadership development, and company culture.

D&I Speaker Series

Through company-wide monthly events, DG3's Speaker Series covers relevant topics that revolve around National Holidays. Our goal is to **inspire thought-provoking conversation** on important and timely topics through one hour of an educational guest spot and Q&A discussion. The Speaker Series is intended to build upon our mission and charter that DG3 is one family that provides a safe space whereby we can learn and grow from one another's experiences. Each monthly Speaker Series is hosted by a moderator who provides additional insight as needed and fields any questions from the audience.



**“Diversity is
being invited
to the party.
Inclusion is
being asked
to dance.”**

– Verna Myers