

## **Diversity, Equity, and Inclusion (DE&I) Charter**

Our commitment to diversity, equity, and inclusion (DE&I) is deeply rooted in our collective values as a firm. At PP&Co we understand that our diverse staff makes for a unique, creative team that can think around corners – in essence, diversity creates a balanced perspective. Professionally, along with building a rich and stimulating firm culture, embracing diversity allows us to harness unique and varying perspectives to create active collaboration among people with differing experiences. This provides a more rounded and balanced pool of ideas and solutions. Interpersonally, the more diversity in an organization the more people begin to understand and respect each other...to realize that we have as many similarities as differences and embrace the beauty in that. While our similarities can help us find common ground – uniting us – being exposed to (and understanding) our differences and how we've come to them helps us educate and enrich each other; thus, making for a more fulfilling working environment.

We recognize that differences in age, race, gender, nationality, sexual orientation, physical ability, perception, and personal history bring richness to our work environment and to the results and solutions we provide to our clients. We believe that attracting, developing, retaining, and nurturing employees who reflect diversity is essential to our success.

We further recognize that visible diversity (race, gender, ability, etc.) alone does not equate to an equitable and inclusive environment. We believe that a meaningful commitment to DE&I requires a synchronized approach, concurrently focusing both on individual behaviors and on organizational systems. In an organization that fully embraces DE&I, the leadership must be open to alternative ways of approaching tasks, revisions to work processes, and flexibility in scheduling.

### **VISION**

Diversity, equity, and inclusion are recognized as core firm values that drive decision-making, resource allocation, and the development of policies and practices. The Diversity, Equity & Inclusion (DE&I) Committee seeks to help create and sustain a firmwide culture whose cornerstone is the full understanding of the importance of DE&I in achieving employee wellbeing and continued personal and professional growth and success. We are passionate about creating an inclusive workplace that promotes and values diversity and whose leaders model the principals of equitable treatment and access to opportunities as well as inclusion.

### **MISSION**

To build and leverage a diverse and inclusive workforce and workplace by enhancing relevant leadership capability and organizational capacity. This requires buy-in from firm employees at ALL levels. Leaders must possess diversity and inclusion competencies to lead and manage an engaged workforce. We must treat our colleagues with respect by listening to varied viewpoints, opinions, thoughts, and ideas.

We are committed to seek out and nurture external engagements with those who value, embrace, and promote these same ideals. This includes service providers, professional groups and organizations, and alliance partners, as well as clients and prospective clients.

### **STRATEGIC OBJECTIVES**

**Diversity** –Attract, retain, support, and promote employees from all walks of life and backgrounds.

**Equity** – Ensure that all firm employees have equal knowledge of, and access to, information, education, and opportunities.

**Inclusion** – Create an inclusive work environment that fosters creativity and innovation and promotes collegial engagement through awareness and inclusive leadership skills training, promoting work/life harmony, and supporting employee personal needs and individuality.

**Communications** - Ensure that DE&I initiatives, actions, and results are transparent to all stakeholders.

**Accountability** - Hold firm leadership accountable for DE&I goals and objectives.

To achieve our objectives we will engage in the following ways:

- We will employ a values-based and purposeful approach with the primary objective of educating and informing employees, and eventually effecting measurable, achievable change.
- We will identify and address unconscious biases and help employees build the cultural and emotional competence to better understand their own biases as well as the biases held by others.
- We will model and encourage an attitude of grace, kindness, and curiosity.
- We will foster a culture of allyship, support, and understanding.
- We will endeavor to create a resource center including lists of organizations, films/documentaries, books, podcasts, etc. to facilitate education and understanding.
- We will seek out and partner with local organizations to help facilitate and educate.
- We will explore sponsorships/partnerships with groups to foster understanding of diversity/inclusion (such as minority CPA associations).

We are committed to seek out and nurture ensuring our external engagements engage in external relations with those who value, embrace, and promote the same ideals. This includes service providers, professional groups and organizations, and alliance partners, as well as clients and prospective clients.