



# DIVERSITY, EQUITY, & INCLUSION

Cargas was founded on the premise that we can achieve more when team members from different backgrounds bring diverse perspectives, points of view, and ideas. We promote an environment where all people are welcome and respected, can be themselves, and have a sense of belonging. **We are committed to diversity, equity, and inclusion**, which will enrich our vibrant culture and help us achieve our vision of being built to last.

## WHAT IS DIVERSITY?

Diversity means difference. Diversity describes the range of human differences within a group of people.

- **Demographics** - age, race, gender identity, sexual orientation, physical resources
- **Experiential** - economic or social position, education, occupation, faith, abilities, dependents, caring responsibilities
- **Cognitive** - how we approach problems and think about things

## WHAT IS INCLUSION?

Inclusion is the act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued to fully participate.

## THE IMPORTANCE OF DE&I

- [Diverse teams are smarter](#)
- [Research shows](#) that companies with greater diversity and inclusivity financially outperform their peers
- [Original ideas](#) are bred when there are diverse perspectives
- [Neuroscience shows](#) us that fairness motivates and engages employees

## WHAT IS EQUITY?

The term “equity” refers to fairness and justice and is distinguished from equality: Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and must acknowledge and make adjustments to imbalances. The process is ongoing, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic structures.

## WHAT WE ACHIEVED IN 2022

Cargas rolled out Unconscious Bias awareness survey completed by 99 team members to establish a DE&I SharePoint site. We curated resources and posted information regarding DEI related months (Pride, Juneteenth, Women’s Equality day, Hispanic Heritage, Disability Employment Awareness, Native American Heritage). We revised our DEI statement. We advised changes to our Holiday Policy. We also created a Feedback Form to report potentially unfair or inequitable behavior (in progress).

## NEXT STEPS FOR 2023

1. Training
2. Awareness programming to celebrate and educate D & I in our workplace
3. Proactive community support and relationship building
4. Further statement, policy & document review
5. Coordinated alignment with HR & Marketing for website and social media highlights