



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 involves intentionally designing spaces and settings that prioritize the sense of belonging and acceptance for all people, regardless of their background or identity, fostering an atmosphere where individuals are encouraged to actively engage and contribute.

WHAT IS EQUITY?

The term “equity” encompasses the principles of fairness and justice, setting it apart from mere equality. While equality focuses on uniform treatment for everyone, equity stresses the importance of understanding individual starting points and addressing any disparities that may exist. This transformative process is continuous, demanding a proactive approach in pinpointing and dismantling any obstacles rooted in bias or systemic frameworks to achieve a truly just and inclusive society.

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

GET STARTED WITH CARGAS

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