Mates Diversity, Equity & Inclusion Statement

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Introduction

At Mates, we believe that diversity fuels creativity, equity drives opportunity and inclusion unlocks potential. As a social enterprise collaborating with sheltered workshops and supported-employment programs for people with disabilities and those distanced from the labor market, our success depends on embracing every perspective and ensuring everyone can thrive.

Our Commitments

Diversity

- We recruit, develop and celebrate talent across race, gender, age, sexual orientation, neurodiversity and physical ability.
- We foster partnerships with social enterprises and supported-employment workshops that prioritize inclusive hiring.

Equity

- We ensure fair access to roles, training and advancement through transparent processes and unbiased hiring practices.
- We conduct regular pay-equity reviews and remove barriers to opportunity.

Inclusion

- We cultivate a respectful culture where every voice is heard, via open forums, mentorship programs and continuous DEI training for all team members.
- We adapt our workplace environment and communication to support diverse needs and working styles.

Impact & Accountability

- We set measurable DEI goals and publish annual progress reports, sharing successes and areas for improvement.
- We hold our leaders accountable for results through DEI-linked performance objectives.

Continuous Improvement

- We actively invite feedback from employees, partners and community stakeholders to refine our policies and practices each year.
- We regularly update our DEI training, tools and resources to reflect the latest best practices.

Implementation

1. **Governance:** Quarterly critical analysis of our DEI policies and implementation
2. **Training & Education:** Induce our staff in DEI workshops, unconscious-bias training and accessibility awareness sessions for all staff.
3. **Recruitment & Retention:** Partner with inclusive job boards, social enterprises and sheltered workshops to source talent; implement return-to-work and mentorship programs.
4. **Accessible Workplace:** Ensure physical and digital accessibility, flexible work arrangements and support accommodations.

Conclusion

By embedding diversity, equity and inclusion into our values and operations, Mates not only creates meaningful employment and social impact but also delivers exceptional products and services, fueled by authentic voices and shared purpose.