



## PARA TI GLOBAL

### GENERAL POLICY ORDERED BY BOARD OF DIRECTORS DIVERSITY, EQUITY, AND INCLUSION POLICY

#### *Introduction and Purpose*

Para Ti Global is committed to fostering a diverse, equitable, and inclusive environment for all individuals, regardless of their race, ethnicity, national origin, gender identity, sexual orientation, age, religion, disability, or any other aspect of their identity. We believe that a diverse and inclusive organization is essential to achieving our mission of empowering marginalized communities around the world.

To ensure that our organization is a welcoming and safe space for all individuals, we will:

- Recruit, hire, and promote individuals from diverse backgrounds: We will actively seek out individuals from underrepresented communities and make efforts to eliminate bias from our hiring process.
- Provide training and education on diversity, equity, and inclusion: We will provide regular training to all staff members on topics such as unconscious bias, cultural competency, and creating an inclusive workplace.
- Foster a culture of respect and inclusivity: We will create a culture where all individuals are valued, respected, and supported. This includes promoting open communication, active listening, and empathy.
- Ensure accessibility for all individuals: We will make sure that our physical and digital spaces are accessible to individuals with disabilities, and provide accommodations as necessary.
- Proactively address and eliminate any forms of discrimination or harassment: We will not tolerate any form of discrimination or harassment based on race, ethnicity, national origin, gender identity, sexual orientation, age, religion, disability, or any other aspect of an individual's identity.
- Regularly evaluate and improve our diversity, equity, and inclusion practices: We will regularly assess our policies and practices to ensure that they are aligned with our commitment to diversity, equity, and inclusion, and make necessary improvements.

#### *Conclusion*

By committing to these practices, Para Ti Global aims to create a diverse, equitable, and inclusive environment where all individuals feel valued, respected, and empowered to contribute to our mission.



This policy was adopted by unanimous vote of the Para Ti Global board of directors.

Witness our corporate seal this 8th day of April, 2023.

