



## Why Diversity Matters

Dogwood is a “diverse supplier”. But we’ve also come to learn about the value that comes from *embracing* diversity both internally and externally—it makes us (and our clients!) stronger, more agile and more adaptable.

Dogwood is committed to fostering a diverse pool of candidates for our own job openings as well as for our clients. **We provide mentoring, training and resources to encourage a workplace where all feel welcomed and valued— and support our clients who also do the same.**

We provide an equal opportunity to all individuals and will consider candidates without regard to race, ethnicity, color, gender identity or expression, religion, sexual orientation, national origin, language, age, military or veteran status, political affiliation, disability or any other legally protected status; and without discrimination based on socioeconomic, marital, parental or caregiving status, or any of the previously listed characteristics or statuses. **We conduct our job searches for clients using these same standards.**

### Why does this matter to our clients?

Our own diverse staff enables us to meet the needs of people from a broad range of perspectives. Different backgrounds and perspectives lead to a variety of ideas, knowledge, and ways of doing things— ways that may shatter previously held notions such as “we don’t do it that way here” and which may be expressed overtly- or covertly.

By ensuring that our and our clients’ teams include people from various social and cultural backgrounds, we help widen the range of perspectives, knowledge, and approaches from which decisions are made and successful teams are built.

People and organizations have certain leanings or preferences—often called biases—and most often are not even aware of these leanings or preferences. By teaching ourselves to focus on uncovering our own biases, this can help us better optimize hiring choices for ourselves and our clients.

Examples of these “biases” might include:

- Race, color or national origin
- Sex or sexual orientation
- Candidates with foreign or regional accents
- Candidates with disabilities
- Veterans or candidates who hold part-time positions in the National Guard or Reserves
- Graduates of religious schools, historically black colleges or women’s colleges
- A belief that the younger work more quickly or with more energy than older workers
- Biases towards or against past employers

### How Are We Doing?

Dogwood and its leadership team rejects any form of harassment, discrimination, retaliation or oppression. We encourage and require respectful communication and cooperation.

We require all Associates to read and sign a detailed Code of Conduct— which is vigorously enforced.

Any Dogwood Associate found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action, including termination. Our organization is also dedicated to sustaining and promoting diversity with respect to promotion, training, provision of compensation and benefits, management of organizational activities and general treatment during employment.

**If you do not feel that we or any member of our team have lived up to these statements— or you have any questions— we invite you to contact our Managing Director, below, by phone or email.**



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## Experience “The Dogwood Difference”

**Paul Maynard, Managing Director**

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