

# Diversity, Equity and Inclusion

We focus within our organization, examine our progress, and continuously reflect on ourselves so we can continue to commit to actions that are intentional about how we eradicate bias, both inside and outside Redpath's walls.

**Redpath is committed to the following:**

Redpath has an established employee committee, THRIVE, represented by staff from different racial and cultural backgrounds with a vision for Redpath to be both diverse and inclusive and that we contribute to the growth, empowerment and retention of underrepresented individuals in the Salesforce ecosystem.

<b>GOAL</b>	20% BIPOC employees	<b>GOAL</b>	All employees feel respected, valued and able to make an impact
<b>GOAL</b>	We are helping to grow, empower and retain underrepresented individuals in the Salesforce ecosystem.	<b>GOAL</b>	Diverse candidate pool for open job requisitions. Focus on where/how we advertise for open positions
	Redpath encourages volunteerism for all employees and hosts an annual Pro Bono Grant for deserving organizations		Ensure all employees receive equal pay for equal work
	Redpath recognizes Juneteenth as a paid company holiday		Actively participate in Talent Alliance Job Fairs to foster diversity in our candidate pool, ensuring an inclusive and varied selection for our open job positions.

Redpath is committed to engaging local civic leaders, our clients, and partners to apply our capabilities and technology to help tackle racism and systemic discrimination.

Empowering employees of all nationalities to elevate their voices and develop their careers through a supportive network of allies across the company.