

## Diversity Equity & Inclusion at Teal and Co.

*At Teal, our commitment to diversity, equity and inclusion is embedded in everything we do.*

This is reflected through our consistent focus in fostering an inclusive, equitable and accessible workplace, where our team feels valued, respected and supported. Our culture embraces talented individuals that hold unique beliefs, orientations and perspectives, but share an approach to the way we do business. We know that diverse teams are strong teams and that working in an inclusive environment are innovative, make better decisions and deliver a superior experience for our clients, and we strive for a workforce that reflects this.

### **Our Team**

We are genuinely committed to promote a culture where employees and clients feel welcome regardless of background, ethnic or national origin, religion or belief, race, gender identity, cognitive and physical ability, sexual orientation or career experience. Our practices are reflective of this culture and we encourage open dialogue and conversations that bring awareness and take an approach of continuous learning. Fostering such an environment enables us to respond with a greater agility to the challenges faced by our clients in a diverse, multicultural world.

### **Our Clients and Community**

We are committed to providing services and solutions that align to our own passion for diversity, equity and inclusion. We believe that diverse and inclusive leaders are critical to an organization's success. We are conscious of the privilege and responsibility that accompanies the work we do to help our clients shape and transform their organizations which is why our commitment to inclusion, equity and diversity is fundamental to everything we do for:

- **Our Clients:** we embrace the diversity of our clients. partner with our clients to understand their specific diversity, equity and inclusion goals and to challenge them to be conscious of bias, to look beyond stereotypes or labels and to focus on the attributes, skills, experience and potential necessary for success. Our consultants leverage our diverse networks and proprietary database and apply their deep expertise to identify candidates who reflect our client's unique needs and priorities.
- **Our Community:** we work with and support organizations whose mission, vision and values align with our core values and fundamental beliefs.

As certified HR professionals, and members of the Canadian Centre for Diversity and Inclusion (CCDI), we are aligned with their values and principles on Diversity, Equity and Inclusion. We are also very pleased to be partnered with the Black North Initiative and support their important work.

