

PURSuing A BETTER TOMORROW BY ADVANCING OUR EQUITY JOURNEY

Over the past several years, and thanks to Carizon's passionate employees, we have been on an intentional journey to ensure all members of our community are seen and valued equally. This work has not always been easy, but it has been transformational in many

ways, and we continue to be fully committed to this ongoing journey, strengthening our work in pursuit of a better tomorrow for everyone in our community. Overall, we summarize our Diversity, Equity and Inclusion (DEI) approach through the following highlights.

Learning

Building shared language and understanding among our teams and holding space for open conversations and growth through long-term investments in formal Equity training.



Policies & Procedures

Rooting our work in compassion with action and upholding DEI values, we continue to implement policies, procedures, and strategies to create a more inclusive and equitable workplace and community.

Employee-led Committees

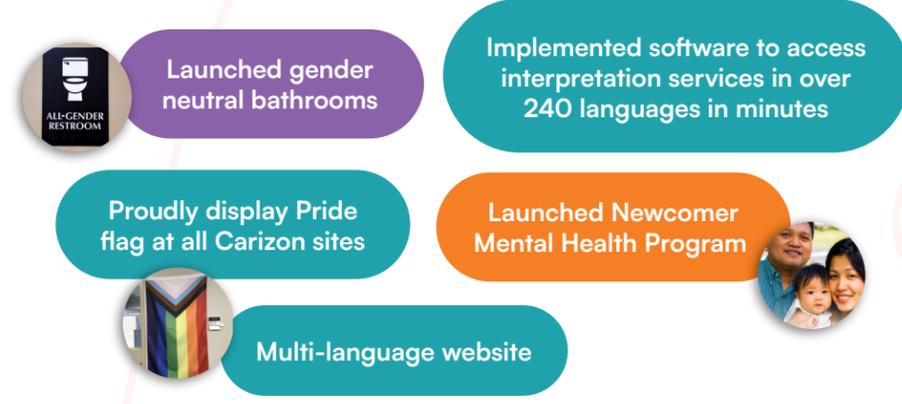
Carizon employees' commitment and dedication to DEI work is exemplified by their formation and participation in various Equity committees that have been instrumental in advancing our Equity Journey.



Accessibility & Belonging

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Creating a safe space with a sense of acceptance, support, and social bonding where every individual feels welcome and valued.



Partnerships & Participation

"If you want to go fast, go alone; if you want to go far, go together," describes our approach and collaboration with other organizations and equity advocates. Here are some of the community groups and partnerships that Carizon has been a part of to advance equity.



2012 ••••• 2015 ••••• 2017 ••••• 2018 ••••• 2019 ••••• 2020 ••••• 2021 ••••• 2022