



**Justice, Equity, Diversity, Inclusivity
(JEDI) Policy**



AT ATÖLYE, we all desire a just, equal, diverse, and inclusive workspace.

Our culture is one that makes it possible for all people in our community to feel that they belong.

We grow together in “brave spaces” where our team members and community can share issues with us—openly and honestly—as well as hold us accountable, if we are not living up to our own standards.



We have used [CultureAmp](#)'s resources to help define the following terms. There are of course, many ways to define them; having conversations about what each of these terms mean to us as individuals—and as organizations—is often a great **Intersectionality** place to start.

- Justice** | How power, privilege, and oppression impact our experience of our social identities.
- Equity** | The quality of being fair and impartial. Equity recognizes advantages and barriers.
- Diversity** | Having different types of people with varying backgrounds, experiences, skills, demographics, and perspectives.
- Inclusion** | All people to feel respected and valued.
- Intersectionality** | A framework for considering how aspects of our identity don't live in silos rather they intersect in unique ways. Important for marginalized identities.
- Belonging** | "Feeling that you are coming to work knowing exactly what you are working towards with the ability to be true to yourself free from any unnecessary barriers."

We aim to create a comfortable and safe place where **everyone's voice can be heard**.

[The future is intersectional!](#)

“By embracing intersectionality — the **“diversity within diversity”** — we will be able to fight the real problems that keep us from developing strong relationships, social intelligence and being empathetic to one another.” – Danielle Wilson



We are committed to fostering, cultivating, and preserving a culture of justice, equity, diversity, and inclusion.

ATÖLYE is committed to creating a culture that does not discriminate against individuals directly or indirectly based on **language, race, color, gender, sexual orientation, pregnancy, parenthood, childcare, age, health status, disability, political opinion, philosophical belief, religion, and sect, or similar reasons**. ATÖLYE provides suitable working conditions obligating employees to behave equally among colleagues and complies with the principle of equity.



ATÖLYE's diversity initiatives are applicable—but not limited to—our practices and policies on:

- Recruitment
- Compensation and Benefits
- Professional Development and Training
- Promotions
- Social and Recreational Programs
- Layoffs
- Terminations



Furthermore, the ongoing development of a work environment built on the premise of justice, equity, diversity and inclusivity encourages:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.

- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.



- Carry out a JEDI survey every year to explore the demographics of its team members (and community members) as well as explore the view that people hold on JEDI within ATÖLYE.
- Create an Ethics Policy (Code of Conduct) that will help people submit any negative experience that they are going through at ATÖLYE to be assessed and investigated.
- Create an anonymous line, where team members can voice their thoughts and feelings freely.



- All team members will also be required to attend and complete diversity awareness training (that includes modules on unconscious bias and non-violent communication) to enhance their knowledge to fulfill this responsibility.
- Providing feedback is important to develop a constant JEDI culture: Team members who believe they have been subjected to any kind of discrimination that conflicts with the company's JEDI policy and initiatives should seek assistance from their Coach or People and Culture team. Furthermore, if they believe this is an issue that cannot be resolved with their Coach or with the People & Culture team, they should then they refer back to the Code of Conduct and/or seek legal advice.

- All team members are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the worksite, and at all other company-curated events.

All team members have a responsibility to treat others with dignity and respect at all times.