

## **Diversity, Equity, and Inclusion (DEI) Policy for Sky City Entrepreneur Center**

Sky City Entrepreneur Center is committed to fostering an inclusive and vibrant, welcoming environment within our community and our small business support network. We believe in the richness of human diversity and strive to promote fairness and equity, empowering all participants to thrive and succeed. We also recognize the value of diversity to our local community and believe that creating an inclusive culture is essential for the success of our mission.

This Diversity, Equity, and Inclusion (DEI) Policy outlines our commitment to promoting a workplace and overall community environment that respects and values differences, providing equal opportunities for all participants and actively addressing any barriers to inclusion.

### **Commitment to Diversity, Equity, and Inclusion**

Sky City Entrepreneur Center is committed to creating a diverse and inclusive environment that welcomes and embraces individuals of all backgrounds, including but not limited to race, ethnicity, gender, sexual orientation, gender identity, age, religion, disability, socioeconomic status, and national origin. We are aware that it is only through making our initiatives and programs available to all that we can truly support our community as a whole.

### **Equal Opportunities for All Participants**

We are dedicated to providing equal opportunities to all participants in our programs and those who utilize our services, regardless of their background, experience level, race, ethnicity, gender, sexual orientation, gender identity, age, religion, disability, socioeconomic status, or national origin. Our selection processes for CO.STARTERS and other small business incubation programs, mentorships, competitions, and resources shall be conducted and shared fairly and without discrimination.

### **Inclusive Programming and Resources**

Sky City Entrepreneur Center will strive to create programming and allocate resources that are accessible and beneficial to participants from diverse backgrounds. We will actively seek input from our community to ensure that our offerings meet the needs of all individuals.

### **Training and Education**

We will provide training and educational resources for our staff, mentors, board members, and participants to foster understanding and awareness of diversity, equity, and inclusion issues. This includes workshops, seminars, and resources that promote cultural competence and sensitivity.

### **Anti-Discrimination and Harassment Policies**

Sky City Entrepreneur Center has zero tolerance for discrimination, harassment, threatening behavior or speech, or retaliation of any kind. We will enforce policies and procedures to address and prevent discriminatory or threatening behavior, and we encourage the reporting of any incidents promptly.

### **Representation in Leadership and Decision-Making**

We are committed to promoting diversity in leadership roles and decision-making processes within Sky City Entrepreneur Center. We will actively seek to include individuals from underrepresented groups in leadership positions and on committees.

**Monitoring and Reporting**

We will regularly review and assess the effectiveness of our DEI initiatives. Data on the demographic composition of our participants and staff will be collected and analyzed to identify areas for improvement and track progress over time.

**Open Communication Channels**

Sky City Entrepreneur Center will maintain open communication channels for feedback, suggestions, and concerns related to diversity, equity, and inclusion. We encourage participants, staff, board members, community members, and stakeholders to voice their opinions and contribute to the ongoing development of our DEI initiatives.