

At The Registry, Inc. we believe in the power of diversity and inclusion to drive innovation, creativity, and excellence. Our workplace thrives on the unique strengths, perspectives, and experiences that each individual brings to the table. Embracing a wide range of backgrounds, identities, abilities, and perspectives is not only the right thing to do, but it also makes us stronger as an organization.

We celebrate our differences and recognize the importance of creating a sense of belonging for everyone. Our commitment to diversity goes beyond the surface, encompassing various aspects of our team members' lives. We are proud to foster an inclusive workplace that respects gender identities, welcomes all sexual orientations, appreciates the wisdom of different generations, a variety of cultures, and supports individuals with various physical abilities.

Through this commitment, we not only aim to create a workplace where everyone feels valued and respected but also a space where fresh ideas flourish, collaboration thrives, and every voice is heard.

A workplace where everyone can shine, contribute, and grow.

Embracing Our Individuality at The Registry, Inc.

Our team is a wonderful blend of unique individuals. Here's how we ensure everyone's distinctiveness shines in our workplace.

- **Various Races:**
 - We celebrate the beauty of diversity, ensuring everyone feels valued, regardless of their appearance or skin color.
- **Inclusive Backgrounds:**
 - We include people with all kinds of traditions, languages, and histories. This makes our team more interesting and stronger.
- **Various Genders and Who We Love:**
 - We embrace all gender identities and sexual orientations. No matter how someone identifies or who they love, they're valued here.
- **Different Ages and Generations:**
 - Our team spans generations, creating a vibrant mix of experience.
- **A Tapestry of Cultures:**
 - We're proud of our team's mix of beliefs, values, and ways of life, creating a vibrant tapestry of cultural diversity.
- **Abilities of All Kinds:**
 - Our commitment to inclusion extends to people with varying physical abilities, including those with disabilities.
- **Welcoming Veterans:**
 - Our dedication to fairness extends to veterans, offering them equal opportunities and contributing to a more unified and capable team.
- **Flexible Work Locations:**
 - Our team operates remotely and in hybrid settings and recognize that people have different preferences and needs when it comes to work locations.

- **Varied Learning Styles:**
 - We acknowledge that people learn in different ways and provide a supportive environment that caters to diverse learning styles.
- **Different Levels of Experience and Education:**
 - Our team values the contributions of individuals at various levels of seniority, and various education backgrounds, recognizing that each person's experience brings a unique dimension to our collective knowledge.

Out efforts for this commitment include:

- Treating everyone fairly
- Giving equal chances for growth and leadership
- Hiring and promoting a diverse team
- Working together as a team
- Focusing on new ideas and different ways of thinking
- Adapting to changes
- Solving issues together
- Showing leadership's dedication to diversity
- Teaching and training about diversity

The Registry, Inc. believes that focusing on DEI in hiring makes the workforce more diverse and inclusive, reflecting the community. This not only stops bias and discrimination but also boosts innovation. Our commitment is clear in our hiring practices by:

- Promoting the hiring of ethnic minorities.
- Posting open positions using various online methods as well as sharing open positions with community centers to engage more people.
- Making job ads more encouraging.
- Using software for fair applicant screening.
- Not relying too much on referrals.
- Using the same interview questions for everyone.
- Removing names and schools from resumes.
- Providing interview questions to candidates before the date of the interview.
- Taking good interview notes for better decisions.

Supporting Anti-Racism, LGBTQ+ Inclusivity, and More

Discrimination against people of color, LGBTQ+ individuals, and other minorities has a long history in the workplace. The Registry, Inc. knows it's important to stand up against racism, support LGBTQ+ individuals, and create a welcoming environment. This is not only the right thing to do but also benefits our employees, communities, and business. By making a workplace where everyone feels safe and respected, we boost productivity and creativity.

Here are things we're doing to show our commitment:

- **Leadership Involvement:** We share stats with our leaders to show how diversity benefits business. We make sure our leaders take a clear stand against racism.
- **Open Conversations:** We discuss anti-racism openly. We talk about how to better support these initiatives.
- **Employee Input:** We ask our team for their opinions. We develop surveys to better discuss:
 - How to hire more diverse staff?
 - Are we paying everyone fairly?
 - Do all team members have the same chances to grow?
 - Are we really listening?

By standing by our commitment, we're consistently working towards a more inclusive and supportive workplace for everyone.