

Diversity, Equity, and Inclusion

SWIRCA & More is committed to fostering, inspiring and preserving a culture of diversity, equity, and inclusion. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and our company's achievement.

SWIRCA & More recognizes its current organizational structure does not appropriately reflect the diverse population within the communities we serve but we are dedicated to making this a reality. We embrace and respect all individual differences in age, sex, color, culture, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, learning style and other characteristics that make individuals unique.

SWIRCA & More encourages and enforces:

- All employees of SWIRCA & More, contractors, agency members, stakeholders, the public and the community shall treat others with dignity and respect at all times.
- Respect for and responsiveness to diverse individual values, beliefs, behaviors and needs when providing services.
- Teamwork and employee engagement, encouraging and celebrating the representation of diverse perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees shall exhibit conduct that reflects inclusion during work, at work functions on or off the work site and at all other company-sponsored events. All employees shall attend and complete annual diversity and inclusion awareness training to enhance their knowledge about how to fulfill this responsibility.