

The CHIP DEI Committee was established to strategize and implement best practices to promote a key focus on Diversity, Equity, & Inclusion.

- **Equity** – Our workplace aims to be equitable for all employees. This means that everyone receives fair treatment. Equity in the workplace promotes and ensures that everyone has equal access to opportunities. This will set up an advantageous environment for all CHIP employees.
- **Diversity** – CHIP aims to intentionally build a workforce comprised of individuals of varying gender, religion, race, age, ethnicity, ability, sexual orientation, education, and other attributes. A diverse work environment promotes acceptance, respect, and teamwork despite differences in race, age, gender, native language, political beliefs, religion, and sexual orientation.
- **Inclusion** – Within CHIP, inclusion is a vital aspect to our work environment. All CHIP employees will be treated fairly and respectfully. They will also have equal access to opportunities and resources, contributing to CHIP's success. We will actively involve every team member's ideas, knowledge, perspectives, approaches, and styles to maximize our true success.