

## **Beyondsoft Diversity, Equity, and Inclusion (DEI) Program Statement**

At Beyondsoft, our mission is to leverage emerging technologies and a proven delivery method to enable our customers to take an agile and forward-thinking approach to their business. Collaboration, transparency, and accountability are the values that guide our business, our delivery, and our brand, and are what we look for in every employee and partner. As an organization, we recognize that a diverse team with unique perspectives is integral to our ability to successfully adhere to our mission and values. We believe that success is created by a diverse workforce of individuals with different ideas, strengths, interests, and cultural backgrounds, who are united in purpose, strategy, and culture. The more unique identities, backgrounds, and perspectives we can assemble at Beyondsoft, the more meaningful change we can create for our customers, our industry, and our employees. As such, we have implemented a Diversity, Equity, and Inclusion (DEI) program at Beyondsoft as part of our commitment to our core values of collaboration, transparency, and accountability.

**What does Diversity, Equity, and Inclusion mean to Beyondsoft?** Quite simply it means that we place a premium on creating and working in an inclusive and respectful company culture, where everyone can thrive. When we foster respect we create connectedness, and when people feel connected, they are more engaged and successful in working together to achieve organizational goals. We believe in working together with our peers and clients to leverage the best of one another in everything we do. When we proactively collaborate, business decisions become easier, innovation is greater, and outcomes are better.

**Building a DEI program at Beyondsoft.** Once company culture and employee satisfaction were identified as the cornerstones of DEI at Beyondsoft, it became clear that our first step had to be a look inward. As such, we turned to our employees for feedback via a company-wide survey to gain insight on workplace culture, employee satisfaction, and diversity and inclusion concerns. During this time, we also partnered with a third-party DEI-based consulting organization to conduct an internal census where we looked at workforce demographic data, corporate policies and procedures, and current operational practices. The data collected from both the employee survey and the internal census were then analyzed by HR and Senior Leadership to determine trends and gain a better understanding of potential areas of improvement, which ultimately became the initial framework for our DEI program.

**Implementing a DEI program at Beyondsoft.** From the initial framework, we were then able to determine specific DEI initiatives to not only address concerns, but to also build a more comfortable work environment and company culture for all. To start, we hired consultants to provide a variety of training opportunities to all employees, offered management-level coaching via LinkedIn, and partnered with Bellevue College to do a 6-course leadership-level instructional program which incorporated DEI related subjects and coursework. We also utilized an external recruiting resource to enhance our outreach to a more diverse pool of potential applicants, ensured that our application process was as inclusive and accessible as possible, and reviewed/updated company programs, practices, and procedures (including the organizational EEO statement, job descriptions, discrimination/harassment policies, etc.). We have also offered a variety of tools and resources for employees to connect and learn, including education for managers on best practices for interviewing, instructions for adding preferred pronouns to Outlook signatures, a diverse holiday calendar for employees, a reliable and confidential method for employees to discuss DEI issues/ideas with HR, and much more.

**Looking forward to the future.** The DEI program at Beyondsoft will grow and evolve as we continue to identify, develop, and launch new DEI initiatives and offerings, *and* as we continue to listen to feedback from our employees on how we can make Beyondsoft a more inclusive, diverse, equitable, safe, and happy place for all.

**Please contact [Diversity@US.beyondsoft.com](mailto:Diversity@US.beyondsoft.com) with any comments, questions, and/or concerns.**