JEDI ACTION PLAN

YEAR 0

JEDI Commitment Statement

We publicly commit to Justice, Equity, Diversity and Inclusion (JEDI) principles and integrate these principles into our business practices and decision-making processes.

- COMPLETED

Communicate JEDI Action Plan & Progress

We communicate our JEDI Action Plan and our progress publicly to ensure transparency and accountability regarding our commitments and initiatives.

- COMPLETED

YEAR 3

JEDI Commitment Statement

We continue and update our commitment to Justice, Equity, Diversity and Inclusion (JEDI) principles and integrate these principles into our business practices and decision-making processes.

- STARTUP: Q4-2027 DEADLINE: Q4-2027

JEDI Related Workshop

We continue to improve JEDI knowledge and capacity among leaders through ongoing learning and development initiatives.

- STARTUP: Q3-2027 DEADLINE: Q1-2029

Increase Underrepresented Groups

We increase the proportion of workers from underrepresented groups to better reflect the diversity of the communities in which we operate.

- STARTUP: Q2-2027 DEADLINE: Q4-2029

Paid Leave

We provide additional types of paid leave beyond legal minimum requirements to support employee wellbeing and diverse personal circumstances.

- STARTUP: Q1-2027 DEADLINE: Q4-2028

Communicate JEDI Action Plan & Progress

We continue to communicate our JEDI Action Plan and update accordingly.

- STARTUP: Q1-2028 DEADLINE: Q1-2028

YEAR 5

JEDI Commitment Statement

We continue and update our commitment to JEDI principles and ensure that these values remain embedded throughout our organization.

- STARTUP: Q4-2030 DEADLINE: Q4-2030

JEDI Related Workshop

We continue to improve JEDI knowledge and capacity among leaders through ongoing learning and development initiatives.

- STARTUP: Q3-2029 DEADLINE: Q4-2031

Mentorship Opportunities

We provide sponsorship and mentorship opportunities to employees to support professional and personal development.

- STARTUP: Q3-2027 DEADLINE: Q4-2030

Increase Underrepresented Groups

We continue increasing the proportion of workers from underrepresented groups to reflect the diversity of the communities in which we operate.

- STARTUP: Q1-2030 DEADLINE: Q4-2031

Communicate JEDI Action Plan & Progress

We continue to communicate our JEDI Action Plan and update accordingly.

- STARTUP: Q1-2030 DEADLINE: Q1-2030