

D. Gender Diversity Policy

Trivers strives for gender diversity and inclusiveness in our workforce. Gender diversity is equitable or fair representation of people of different genders. It most commonly refers to an equitable ratio of men and women but may also include individuals who identify as non-binary, genderqueer or gender non-conforming.

Our goal is to have a workforce that is gender diverse in all job classifications and levels and to ensure that all genders are equitably represented in senior leadership, executive, and board positions.

Achieving gender diversity within organizations brings multiple benefits, including an overall increase in business performance, increase in number of customers or members, revenues and financial performance. By promoting gender diversity, organizations are also more likely to attract more diverse talent and those individuals who consider gender diversity policies when considering potential employers.

Since different genders may have different viewpoints, perspectives, ideas, and market insights, a gender diverse workforce enables better problem solving. Gender diverse organizations can result in an increased level of customer/client/member understanding and satisfaction. Gender diverse organizations also enjoy heightened levels of creativity, innovation and the development of product and services that meet the needs of a diverse customer base.