



Our strengths. Your gains.

## POLICIES AND PROCEDURES

600

**Topic:** PMA Diversity and Inclusion Statement

**Adopted by the Board of Directors:** June 25, 2020

PMA is a diverse, inclusive, and equitable workplace and association where all employees, and members, whatever their gender, race, ethnicity, national origin, age sexual orientation or identity, education, or disability, will feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in our activities and functions. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We are committed to being industry leaders for modeling diversity and inclusion for the entire Cast Polyurethane industry and will maintain an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, PMA strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff, members, and the communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness and PMA's core values.
- Advocate for and support management-level thinking about how systemic inequities impact our organization's work and how best to address that in a way consistent with our mission.
- Help to challenge possibly incorrect assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership in our organization.
- Practice and encourage transparent and respectful communication in all interactions.
- Commit time and resources to expand more diverse leadership within our staff, board, and volunteer committees/task forces.
- Lead with respect and tolerance. We expect all staff, board members, and committee/task force members, to embrace this notion and to express it at all PMA functions, and to do the same in everyday practices.

PMA abides by the following action items to help promote diversity and inclusion in the workplace and at PMA functions:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies for all staff and members.
- The PMA will expect that all members shall incorporate diversity, inclusion, and equity in their relationships with other members, potential members, and with others whom they interact.
- Improve our cultural leadership by creating and supporting programs and policies that foster leadership which reflects the diversity of society.
- Pool resources and expand offerings for underrepresented constituents by connecting with related trade organizations to help promote and accomplish diversity and inclusion.
- Develop a system for being more intentional and conscious of bias during hiring, appointing, promoting, evaluation processes, and selection and use of suppliers/vendors.