



Justice, Equity, Diversity, and Inclusion (JEDI) is important to HED because it connects with our core values. Innovative solutions are a key element of design excellence, and innovation only thrives within a diverse culture where all ideas and individuals are valued, and everyone is encouraged to bring their whole self to work.

At HED, we promote equity by creating opportunities to contribute, learn, grow, and succeed for everyone. We recognize that to create equity we must assist every team member in the realization of their unique and full potential through investment and inclusion, because it is through realized potential that we deliver positive and impactful success to our clients and communities.

We believe it is our responsibility as a firm, and as individuals, to continually expand our culture of fairness and opportunity and to use our influence to bring those values to our projects and the impact they have on advancing the world. We encourage and expect everyone to make valuable contributions to create an environment in which diversity and inclusion may thrive.

### **HED'S EFFORTS TO ESTABLISH A MORE JUST, EQUITABLE, DIVERSE, AND INCLUSIVE WORKPLACE**

- Continued participation and recognition as an ILFI (International Living Future Institute) JUST organization: publicly displaying our beliefs and commitment to continued improvement as an organization, as well as to practices that exemplify social justice and corporate social responsibility.
- Retaining an external JEDI consultant to provide an assessment and guide our efforts to review our status regarding JEDI and formulate a JEDI commitment statement for our firm.
- Conducted a firmwide DEI survey for employees to self-identify diversity and to establish a detailed benchmark of demographics and an opportunity for HED employees to share their DEI perspectives about our firm.

- Increased our financial commitment to support equity by committing to pay an elevated living wage in conjunction with our JUST Label certification.
- Established firmwide short-term disability insurance for all employees.
- Created a firm policy that subsidizes membership for any employee to participate in a professional organization with a focus on diversity and inclusion.
- Continued support for NOMA (National Organization of Minority Architects) with chapter sponsorships, volunteerism, local chapter membership, participation in the NOMA-sponsored HBCU Career Fair, sponsorship of NOMA program student's attendance of the climate change conference in coordination with SoCal NOMA and taking up the SoCal NOMA DEI Challenge.
- Increasing our efforts to help "build the pipeline" with increased support for ACE Mentor program nationally and locally and continued commitment to internships for minority students.