



## **COMMITMENT TO EQUITY, DIVERSITY, INCLUSION & SOCIAL JUSTICE**

**The quest to rid our communities and our company of racial inequality, bias and injustice is a marathon and not a sprint. As company leaders, we are committed to listening, learning, and taking meaningful action in this quest. We are encouraged by the many conversations in recent weeks that are beginning to take place within our organization regarding racial injustice, diversity, inclusiveness and bias. We believe truly listening means you care enough about the other person to hear what they are saying even if you do not always agree. To consider another's opinion and experience as real even if different than yours is a sincere gesture and a gift that leads to true understanding, care and respect.**

**As an organization, we are optimistic that significant progress can be made by respectfully listening to each other. While these conversations can be uncomfortable and emotional, we do not believe they will drive a wedge between us, but rather are critical to allow us to make real progress in inclusivity and equity.**

**It is important as a community that we seek understanding of the complexity of bias. Bias does not always manifest itself in easy to spot overt racist acts, but it can be systemic, unconscious, and intentional or unintentional. We believe as an organization, that each one of us can expand our knowledge and understanding of our own biases, so that our collective, increased awareness will make our company a better place to work and our communities better places to live.**

**We are far from having all the answers, but fundamentally believe that if we move towards deeper conversations about racial injustice and bias and are open minded to learn and grow, the impact will be tremendous. Senior Leadership from all divisions are engaging with an experienced Diversity and Inclusion consultant as we continue to work towards a thoughtful, meaningful, and intentional approach to increasing awareness of bias and fighting racial inequality throughout our company. Our HR team, managers, supervisors and all employees will receive training on equity, diversity and inclusion. Additional group opportunities will be encouraged and supported as we undertake this important journey towards true equality for all.**

**Additionally, we are reviewing our corporate charitable giving priorities and are committed to supporting groups focused on equity, diversity, inclusion and social justice.**

*This policy will be made available to interested parties upon request & can be found on our website at [www.shenfurn.com](http://www.shenfurn.com)*