

# DIVERSITY, EQUITY AND INCLUSION

Building a better world together

Diversity, equity and inclusion has been at the foundation of Novogradac's work since its inception. The organization has for decades supported affordable housing and community development—specifically with incentives designed to benefit disadvantaged communities. Novogradac brings that same commitment of diversity and inclusion to its employees through our company culture.



## DIVERSITY

At Novogradac, diversity means seeing the value in all people no matter their age, race, religion, gender identification or sexual orientation. We respect the different perspectives that each of our employees bring to this organization and understand that these perspectives foster innovation and the solutions that contribute to our success every day.



## EQUITY

Equity is our commitment to fair and impartial policies, procedures, resources and opportunities for all employees at Novogradac. It is our way of reviewing, assessing and improving our practices to provide proportional benefits to our entire workforce.



## INCLUSION

Inclusion is a part of our company culture – where we celebrate not only what we do but who we are individually. Novogradac is on a journey of fostering an inclusive work environment where employees can bring their full selves to work. We want to create an environment where our employees feel embraced and accepted no matter how they identify.

Novogradac's culture is centered on education, acceptance, innovation and opportunity. The organization was built on these ideals and they will continue to guide our decisions. This statement serves as Novogradac's public commitment to increase our emphasis on the diversity, equity and inclusion efforts we advance in our industry and within our organization.

### NOVOGRADAC COMMITS TO:

- 1** Address **systemic change** through the review of internal policies and practices to **foster greater equality**.
- 2** Increase efforts to **recruit and promote more diverse top talent**.
- 3** **Create pathways** for diverse communities to enter the **community development finance field**.
- 4** Continuously review benefits and resources to **meet employee needs**.
- 5** Provide **education and training** for our multigenerational workforce to promote a **more inclusive environment**.

We call on all Novogradac employees and partners to join this journey. Our combined strengths and perspectives are essential to building a more diverse, equitable and inclusive organization and community.