

# Equity, Diversity, & Inclusion

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The events of the past several months have caused us to pause and reflect on our firm's commitment to equity, diversity, and inclusion. Our workplace is diverse, and we believe our environment is inclusive. We are committed to providing a work environment that embraces and respects each individual regardless of race, gender, religion, age, sexual orientation, or disability. Is this enough? No. It is not.

HCVT's Equity, Diversity, & Inclusion initiative develop goals and specific action plans that support social and racial justice internally and externally. Among our current areas of focus are: recruiting, training, including firm-wide programs on implicit bias, external and internal communications, community outreach and impact, and developing every member of our team. We are a work in process, and we are committed to making strides. Phil Holthouse, our managing partner, has signed the [CEO Action for Diversity & Inclusion Pledge](#). He joins over 1,200 CEOs across the nation that have pledged their support, collective voices, and actions to promote a more diverse and inclusive workplace where access to opportunities is available to all. As a firm, and as members of our communities, we are listening. We are learning. We are committed to being part of the way forward.