

Prosperity Denver Fund
Diversity, Equity, and Inclusion Policy

Prosperity Denver Fund (PDF) is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. This policy covers the entire PDF team, which includes the Board of Directors, staff and consultants.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our team members invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well.

We value and encourage our team members' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual identity, socio-economic status, veteran status, and other characteristics that make our team members unique.

PDF's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all team members.
- Teamwork and team member participation, permitting the representation of all groups and team member perspectives.
- Work/life balance through flexible work schedules to accommodate team members' varying needs.
- Contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All PDF team members have a responsibility to treat others with dignity and respect at all times. All team members are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events. All team members are also required to attend and complete equity training to enhance their knowledge to fulfill this responsibility.

Any team member found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Team members who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or the CEO or Board Chair.

Based on [SHRM](#)

Other resources: [National Council on Nonprofits](#), [SSIR](#), [TSNE Mission Works](#)