



DIVERSITY POLICY

Adopted: November 17, 2017

SFPE recognizes our talented and diverse workforce, both employees and members, as a key competitive advantage. Our success is a reflection of the quality and skill of the individuals carrying out the mission of the Society. SFPE is committed to seeking out and retaining the finest talent to ensure high quality growth and performance.

Diversity benefits individuals, teams, and the Society as a whole. We recognize that each employee and member brings their own unique capabilities, experiences, and characteristics to their work. We value such diversity at all levels of the Society in all that is done. It is important to the Society to continue to strive for this diversity within our membership, staff, and leadership.

SFPE treats all people with respect and dignity. We aim to create and foster a supportive and inclusive environment in which all individuals realize their maximum potential. We recognize the importance of reflecting the diversity of the Society in our workforce. The diverse capabilities that reside within our talented workforce, positions SFPE to anticipate and fulfill the needs of our diverse membership, both domestically and internationally, providing high quality products and services.

SFPE is diverse along many dimensions. Our diversity encompasses differences in ethnicity, gender, language, geography, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive, and competitive.

As a global organization, SFPE represents and utilizes people from all around the world. We believe that our workforce from many different cultural, linguistic, and national backgrounds provide us with valuable knowledge for understanding complex international markets. This carries through all aspects of the workforce including but not limited to recruitment, career development, membership, and committees, as well as leadership in the Society.