

# Diversity, Equity & Inclusion

**Social Policy**  
Building with the Best



DISPEL

# Diversity, Equity & Inclusion

## **Sustaining and growing a fair and open workforce for everyone**

Dispel is committed to continuing to build a workforce that represents the best of us and our communities. Every day we take conscious action to foster an equitable culture that invites full and respected participation from every member of our company. In our recruiting we continue to seek out the best people from every channel, including steps to ensure fair and open opportunities to applicants.

We will continue to pursue an equitable and inclusive culture reflecting the diversity of people and backgrounds in our field through concrete actions and policies, and share our experience with others.

## **Our Values**

We believe in hiring the smartest, nicest people with the most experience in their fields who get stuff done.

### **Take chances. Make mistakes.**

Get messy. Give people the space and support to advance mathematics and technology.

### **Show good expedition behavior.**

This is a journey, and we want it to be rewarding. Expedition behavior means doing your part, and then stepping up for more.

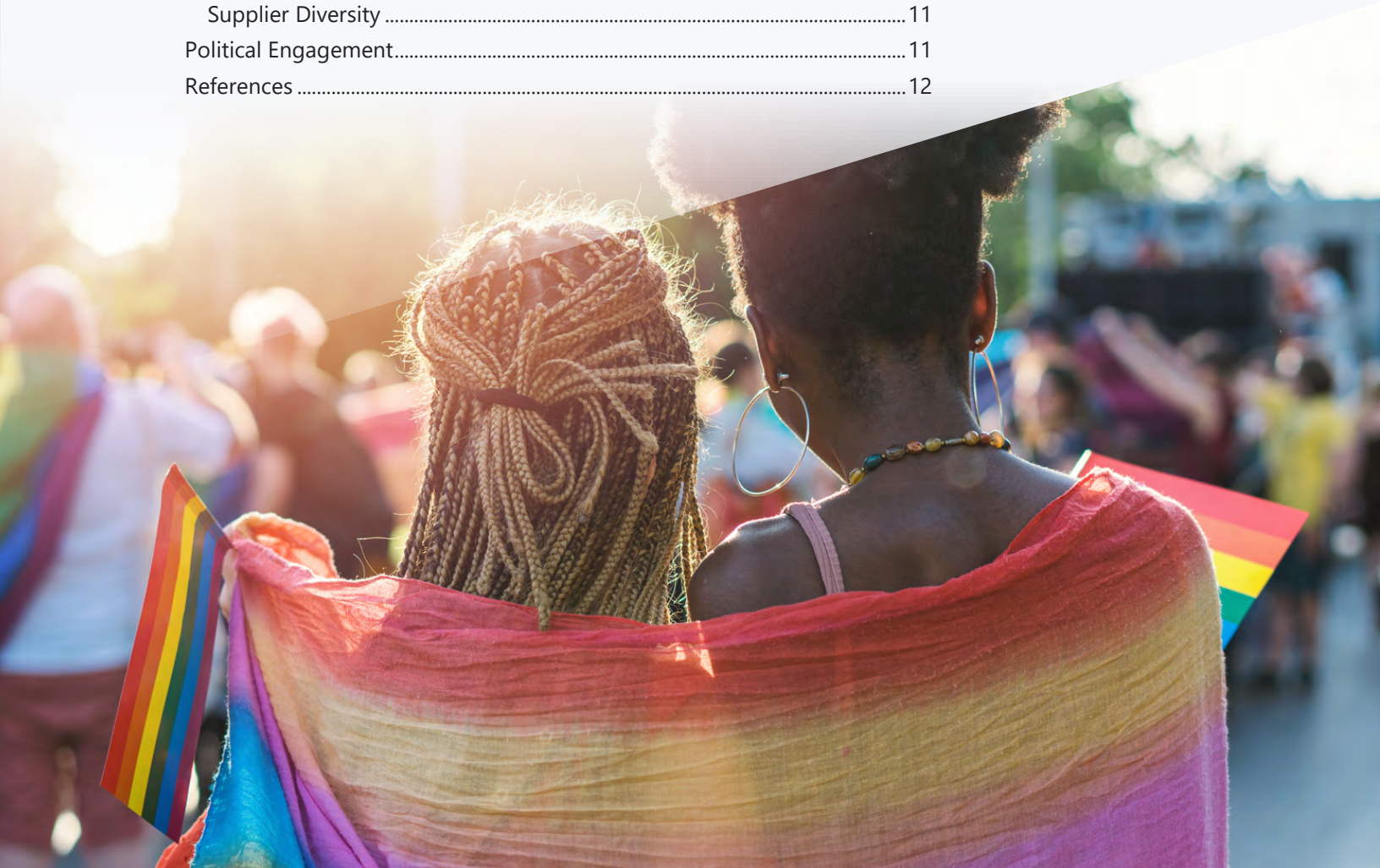
### **Speak up and listen.**

Contribute openly and learn diligently. Some of the best security architects and full-stack engineers call Dispel home. If you're here, your ideas have a full seat at the table.

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## Definitions

In discussing a topic with such importance, we must first share an understanding of our language. Diversity, equity, and inclusion have distinct and meaningful differences and are not simply slogans. Understanding their meaning allows us to engage with the significance of each and then understand how they play into our policies and company culture.

To quote Linda Carter Griffith, Phillips Academy Andover's Head of School for Equity and Inclusion, "Diversity encompasses all the differences that make us unique, including but not limited to race, color, ethnicity, language, nationality, sexual orientation, religion, gender, and socioeconomics. Equity denotes an environment in which each individual member of a diverse community feels valued and is able to fully develop their working potential and contribute to the organization's success." (O'Keeffe, 2015)

Our goal as a company is to allow and encourage every member of our community to grow to their fullest potential and give their maximum possible contribution to our shared success.

### Diversity

Diversity means variety within a given population. You can, for example, have a diverse ecosystem with multiple species of flora and fauna. In that context, diversity is a strength specifically because of the differences that allow the ecosystem as a whole to thrive in face of varying adversities. Diversity in a workforce similarly refers to a variety of qualified individuals within a community with cultural, religious, ethnic, sexual, and other differences. Contrast exists within relation to others and an individual by themselves is therefore not diverse. Achieving diversity requires juxtaposition within the group.

### Equity

Equity means everyone has the same access to the same opportunities, with fair and open access for advancement and engagement as members of the community. It requires identifying and eliminating barriers that prevent full participation from everyone.

### Inclusion

Inclusion means creating environments in which individuals or groups can and do feel welcomed, respected, and valued. Our ideas are heard, and we can participate in the workforce.



Equity is being invited to the party, inclusion is being asked to dance. Terms of diversity, equity, and inclusions are not pseudonyms for race. They include everyone.

Note that Dispel was founded by Americans and is based in the United States. When we talk about diversity, equity, and inclusion we do so from a U.S. perspective and context—including the cultural desires and aspirations we aim for. These ideas are not shared globally. Other countries which have their own unique challenges and opportunities.

## Diversity, Equity, & Inclusion Is for Everyone

### Company Policy

Dispel is committed to complying with all federal, state, and local equal employment laws. To that end, the company is dedicated to maintaining a work environment that is free from harassment and discrimination on the basis of age, race, creed, color, national origin (including ancestry), religion, gender or sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), alienage or citizenship status (unless required by law), disability, reproductive health decision making (including, but not limited to, the decision to use or access a particular drug, device, or medical service), marital status, partnership status, caregiver status, domestic violence victim status, familial status, military status, unemployment status, genetic information (including genetic characteristics), or any other protected status under federal, state, or local laws. The company is dedicated to the fulfillment of this policy with respect to all aspects of employment, including, but not limited to, recruiting, hiring, placement, transfer, training, promotion, compensation, termination, and all other terms, conditions, and privileges of employment.

Dispel will conduct a prompt and thorough investigation of all allegations of discrimination, harassment, or retaliation, or any violation of Dispel's Equal Employment Opportunity Policy (EEO-P) in a confidential manner. The company will take appropriate corrective action, if and where warranted. The company prohibits retaliation against employees who provide information about, complain about, or assist in the investigation of any complaint of discrimination or violation of the EEO-P.

Dispel has a zero-tolerance policy toward discrimination and harassment. For details on how to report discrimination or harassment see the EEO-P in the company handbook.

### Community Alignment

Dispel supports the United Nations' Sustainable Development Goals.



When we think about programs and policies, these include the goals set forth by the UN for (Goal 5) Gender Equality and (Goal 16) Peace, Justice, and Strong Institutions.

## Hiring Practices

Building a company community requires people, which means hiring them. We pride ourselves on a highly motivated, competitive culture solving complex and challenging problems. Our products and technology help defend against sophisticated and well-funded adversaries.

### Underrepresented Communities (URC) & Women

Many of our recruiting candidates come through job websites. We seek out the most qualified people by placing job postings on multiple sites, including those that specifically serve those within traditionally underrepresented communities in cybersecurity and technology. For instance, Dispel has partnered with Women Who Code to seek more female applicants for STEM positions.

Dispel does not discriminate against an applicant or employee on the basis of race, color, religion, creed, national origin, ancestry, sex, gender, age, physical or mental disability, veteran or military status, genetic information, sexual orientation, gender identity, gender expression, marital status, or any other legally recognized protected basis under federal, state, or local law.

During our candidate screening process, we are conscious and may take steps to minimize the possible impact of bias. For example, this includes separating identifying information from career history and testing performance.

## Indigenous Americans

When society speaks of inclusiveness, we are aware that it is often in the context of representation of the current heritages and backgrounds living within our present-day communities. It speaks to a diversity of people for whom the majority of their ancestors did not originate from North America. The removal and destruction of indigenous American communities in the land we work on should not be forgotten, and we acknowledge that we have established a framework here that serves those who came after that time.

Our Brooklyn office resides on the tribal homelands of the Canarsee people, part of the Lenape who controlled substantial parts of the northeastern United States (PBS THIRTEEN, 2021). Our Austin offices are on territory of the Tonkawa, Apache, and Comanche (Austin Public Library, 2021).

We are a digital company that builds virtual infrastructure. Our business product is not visible to the naked eye in the air or on the land we pass through. We have come to the soil we inhabit from a diversity of backgrounds and family histories and we want to acknowledge that these grounds are

homelands for many. It is our obligation to care and respect the lands we use. This is an area we cover in our Environment & Sustainability Statement.

## LGBTQ+

Our job is to equip our people with the tools they need to fully contribute. This includes ensuring everyone is treated fairly and as complete participants. Rights and equality for members of the LGBTQ+ community have historically been restricted, and we are conscious of the impact that policies have on ensuring equity and fairness for everyone—especially in rigid services such as healthcare. We use the term LGBTQ+ as an inclusive term encompassing all—lesbian, gay, bisexual, transgender, queer/questioning<sup>1</sup>, and those whose sexual orientations and gender identities fall elsewhere.

### Human Rights Campaign Corporate Equality Index Benchmark

Dispel uses the Human Rights Campaign Corporate Equality Index (“CEI”) 2021 metrics as our framework for establishing and implementing comprehensive policies, benefits, and practices that ensure greater equity and inclusion for LGBTQ+ employees and their families.<sup>2</sup>

The CEI rating criteria have four evaluation areas:

- Nondiscrimination policies across business entities;
- Equitable benefits for LGBTQ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

### Scoring Criteria

Criteria 1	Workforce Protections (30 points possible)	Performance
	a. Policy includes sexual orientation for all operations - <b>15 points</b>	<b>15 points</b>
	b. Policy includes gender identity or expression for all operations - <b>15 points</b>	<b>15 points</b>

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<sup>1</sup> We recognize the complicated history of the word queer—and its reclamation as a positive or neutral term of identity is not universally accepted. We use “questioning” and “queer” when spelling out the LGBTQ+ acronym to be the most inclusive of those who may not fall under the preceding identities or have not decided. Queer and questioning do not have the same meaning. As the Southern Poverty Law Center notes, “Queer (adj.): Once a pejorative term, a term reclaimed and used by some within academic circles and the LGBTQ community to describe sexual orientations and gender identities that are not exclusively heterosexual or cisgender. Questioning (adj.): A term used to describe people who are in the process of exploring their sexual orientation or gender identity” (Collins & Ehrenhalt, 2018).

<sup>2</sup> Any private-sector, for-profit employer with 500 or more full-time U.S. employees can request to participate, including those that are privately held. Dispel does not meet the total number of required employees for inclusion in the HRC report.



Criteria 2	Inclusive Benefits (30 points possible)	Performance
	<p><i>To secure full credit for benefits criteria, each benefit must be available to all benefits-eligible U.S. employees. In areas where more than one health insurance plan is available, at least one inclusive plan must be available.</i></p>	
	<p>a. <b>Equivalency in same- and different-sex spousal medical and soft benefits - 10 points</b></p>	10 points
	<p>b. <b>Equivalency in same- and different-sex domestic partner medical and soft benefits - 10 points</b></p>	10 points
	<p>c. <b>Equal health coverage for transgender individuals without exclusion for medically necessary care - 10 points</b></p> <ul style="list-style-type: none"> <li>- Equal health coverage for transgender individuals without exclusions for medically necessary care.</li> <li>- Insurance contract explicitly affirms coverage and contains no blanket exclusions for coverage.</li> <li>- Insurance contract and/or policy documentation is based on the World Professional Association for Transgender Health (WPATH) Standards of Care.</li> <li>- Plan documentation must be readily available to employees and must clearly communicate inclusive insurance options to employees and their eligible dependents.</li> <li>- Other benefits available for other medical conditions are also available to transgender individuals. Specifically, where available for employees, the following benefits should all extend to transgender individuals, including for transition-related services:</li> <li>- Short term medical leave.</li> <li>- Mental health benefits.</li> <li>- Pharmaceutical coverage (e.g., for hormone replacement therapies).</li> <li>- Coverage for medical visits or laboratory services.</li> <li>- Coverage for reconstructive surgical procedures related to sex reassignment.</li> </ul>	10 points
Criteria 3	Supporting an Inclusive Culture & Corporate Social Responsibility (40 points possible)	Performance
	<p>a. <b>Three LGBTQ Internal Training and Education Best Practices</b></p> <p><i>Businesses must demonstrate a firm-wide, sustained and accountable commitment to diversity and cultural competency, including at least three of the following elements: - 10 points</i></p> <ul style="list-style-type: none"> <li>- New hire training clearly states that the nondiscrimination policy includes gender identity and sexual orientation and provides definitions or scenarios illustrating the policy for each.</li> </ul>	10 points

- Supervisors undergo training that includes gender identity and sexual orientation as discrete topics (may be part of a broader training), and provides definitions or scenarios illustrating the policy for each.
- Integration of gender identity and sexual orientation in professional development, skills-based or other leadership training that includes elements of diversity and/or cultural competency.
- Gender transition guidelines with supportive restroom, dress code and documentation guidance.
- Anonymous employee engagement or climate surveys conducted on an annual or biennial basis allow employees the option to identify as LGBTQ.
- Data collection forms that include employee race, ethnicity, gender, military and disability status — typically recorded as part of employee records — include optional questions on sexual orientation and gender identity.
- Senior management/executive performance measures include LGBTQ diversity metrics.

**b. Employee group –or– Diversity council - 10 points**

**0 points**

**c. Three Distinct Efforts of Outreach or Engagement to Broader LGBTQ Community**

**15 points**

*Businesses must demonstrate ongoing LGBTQ-specific engagement that extends across the firm, including at least three of the following: - 15 points*

- LGBTQ employee recruitment efforts with demonstrated reach of LGBTQ applicants (required documentation may include a short summary of the event or an estimation of the number of candidates reached)
- Supplier diversity program with demonstrated effort to include certified LGBTQ suppliers
- Marketing or advertising to LGBTQ consumers (e.g.: advertising with LGBTQ content, advertising in LGBTQ media or sponsoring LGBTQ organizations and events)
- Philanthropic support of at least one LGBTQ organization or event (e.g.: financial, in kind or pro bono support)
- Demonstrated public support for LGBTQ equality under the law through local, state or federal legislation or initiatives

**d. LGBTQ Corporate Social Responsibility - 5 points**

**5 points**

- Contractor/supplier nondiscrimination standards AND Philanthropic Giving Guidelines

Criteria 4	Responsible citizenship (-25) - -25 points	Performance
	Employers will have 25 points deducted from their score for a large-scale official or public antiLGBTQ blemish on their recent records. Scores on this criterion are based on information that has come to HRC's attention related to topics including but not limited to: undue influence by a significant shareholder calculated to undermine a business's employment policies or practices related to its LGBTQ employees;	<b>0 points</b>

*directing corporate charitable contributions to organizations whose primary mission includes advocacy against LGBTQ equality; opposing shareholder resolutions reasonably aimed at encouraging the adoption of inclusive workplace policies; revoking inclusive LGBTQ policies or practices; or engaging in proven practices that are contrary to the business's written LGBTQ employment policies.*

## How We Perform

Criteria	Points Possible	Points Awarded
1. Workforce Protections	30	30
2. Inclusive Benefits	30	30
3. Supporting an Inclusive Culture & Corporate Social Responsibility	40	30
4. Responsible Citizenship	-25	0
<b>Total</b>	<b>100 (-25)</b>	<b>90 (0)</b>

While Dispel performs better than several Fortune 500 companies, we still have more work to do. Our benefits, such as health insurance and paid parental leave, are equal for everyone and include coverage for items such as gender reassignment. We have more work to do in community engagement, goals which will increasingly be addressable as we grow in size and success.

## Key Metric Tracking

Dispel tracks EEO-1 (Equal Employment Opportunity) data for its workforce. EEO-1 data catalogues sex, race/ethnicity, and job category. This data collection is part of the EEO-1 Component 1 report—a mandatory annual data collection that requires all private sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data, including data by race/ethnicity, sex, and job categories. The filing by eligible employers of the EEO-1 Component 1 Report is required under section 709(c) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-8(c), and 29 CFR 1602.7-.14 and 41 CFR 60-1.7(a) (U.S. Equal Employment Opportunity Commission, 2020).

To align with U.S. Government reporting requirements, data in our internal systems uses the traditional gender categories of male and female, with an additional catch-all of “non-binary”. Dispel respects gender is non-binary and that all people who identify as non-binary do not fit within the same category.

## Supplier Policies

Over the years, Dispel has grown an ecosystem of suppliers who support our business. We obtain outstanding products and services at a cost that represents the best possible value to our customers and shareholders.

Dispel's sourcing process is designed to ensure equal and fair treatment of suppliers allowing participation in a competitive procurement process.

We require all our suppliers meet the highest standards for their products and services. Our vetting process includes reviewing each supplier's commitment to rigorous quality assurance and performance. We also expect and require our suppliers be committed, as we are, to ensuring the highest standards of ethical, social, and environmental responsibility.

### Supplier Diversity

The businesses we categorize as special category suppliers are Minority-Owned, Women-Owned, Veteran-Owned, Service-Disabled Veteran-Owned, LGBTQ+ Owned and Disabled-Owned.

Prospective and current suppliers may provide us with their special category classification information. All our purchases are made in the competitive marketplace. Providing us with information does not make an entity a supplier with Dispel, nor does it obligate Dispel to solicit requests for quotations.

## Political Engagement

Being included in the community also means participating through the ballot box as citizens in a constitutionally liberal republic.

We educate our employees on ways to get more involved in the political process such as highlighting registration deadlines, early voting, and local and federal election dates. We also provide paid time off to all employees to go and vote.

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### About Dispel

Utilities and manufacturers use Dispel for secure remote access to their industrial control systems. Purpose built for industrial environments, serving over 22 million people and partners every day from offices in New York, Austin, Virginia, and Tokyo.

### Dispel, LLC

61 Greenpoint Ave,  
Suite 634  
Brooklyn, NY 11222

[dispel.io](https://dispel.io)

### For more information

[enterprise@dispel.io](mailto:enterprise@dispel.io)  
+1-917-268-5932

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