

We are committed to creating an equitable workplace where diverse life experiences are respected and valued.

The Walls Project (TWP) sees diversity and inclusion paramount to the mission of our organization. Our organization provides promotion, compensation, and benefits to all employees regardless of race, color, age, sex (including sexual orientation, pregnancy or gender identity) ethnicity or nationality, religion, disability, or medical history.

Employees and contractors are guaranteed equal opportunities throughout their tenure with TWP. Diversity and inclusion are defined differently globally. At TWP, 'diversity_' refers to the representation of individuals with differing races, colors, ages, sexes, ethnicities or nationalities, religions, disabilities, and medical histories. 'Inclusion_' refers to the respect, consideration, and appreciation given to members of diverse backgrounds.

In order to promote both diversity and inclusion, and ensure equal opportunities to all staff, TWP has taken the following measures:

- modified office space for people with mobility challenges;
- guaranteed a generous parental leave policy for new parents of adoptive and biological children;
- allowed employees to submit requests for additional days of leave due to religious holidays;
- required sensitivity training for all senior employees and managers;
- implemented strong anti-discrimination procedures;

The voices of our employees and consultants should be heard. To make suggestions or discuss additional measures that could be taken to support diversity and inclusion in any department, contact the Chief of Staff. The Chief of Staff is responsible for ensuring that an equitable workplace is a reality for our staff. To report issues of non-compliance with the Diversity and Inclusion policy, contact the Chief of Staff to file a complaint.