



**GIPE ASSOCIATES, INC.**

CONSULTING ENGINEERS

MECHANICAL / ELECTRICAL / PLUMBING

## **Diversity, Equity, and Inclusion (DEI) Statement – Gipe Associates, Inc.**

At Gipe Associates, Inc., we embrace the fundamental belief in the inherent dignity, worth, and potential of every individual. This philosophy extends beyond our employees to encompass our associates, service partners, and clients. We recognize and value the diverse backgrounds, perspectives, and experiences that each person brings to our organization. Our commitment to DEI is unwavering, and it serves as the cornerstone of our corporate culture and operations.

We are dedicated to fostering an inclusive environment where all individuals feel respected, valued, and empowered to contribute their unique talents and perspectives. We understand that historical disadvantages and systemic barriers have marginalized certain groups, and we are committed to actively addressing and dismantling these barriers within our organization and beyond.

To uphold our commitment to DEI, Gipe Associates, Inc. implements a proactive and comprehensive approach that encompasses the following key initiatives:

- We engage with universities and institutions with diverse demographics for hiring entry level engineering positions.
- We actively promote our opportunities on affinity websites and platforms to reach and attract diverse talent.
- We actively seek partnerships with Minority and Women-Owned businesses, inviting them to participate in our teaming process and serve as valued consultants on our projects.
- We actively support community and civic organizations that serve underrepresented and disadvantaged populations, aligning our corporate social responsibility efforts with our commitment to DEI.

At Gipe Associates, Inc., we recognize that our diversity is our strength, and we are dedicated to fostering an inclusive and equitable workplace where everyone has the opportunity to thrive and succeed. We remain steadfast in our commitment to advancing DEI both internally and within the broader communities we serve.