

NATIONAL WOMEN IN ROOFING, INC.
Diversity, Equity, and Inclusion Statement

National Women in Roofing, Inc. (“NWIR”) operates as a Diverse, Equitable, and Inclusive organization. NWIR’s commitment to diversity, equity, and inclusion shall include the following guiding principles:

- Foster an organization which is free from discrimination, harassment, and bullying;
- Treat members fairly and with mutual respect;
- Cultivate a culture that is inclusive and embraces individual differences;
- Provide equal opportunities based on ability, performance, and potential;
- Promote member awareness of rights and responsibilities with regard to fairness, equity, and respect for all aspects of diversity;
- Provide flexible practices and policies to support members and their changing needs;
- Attract, retain, and develop a diverse range of talented, energetic, and committed members;
- Actively seek out diverse partners that can provide competitive, high-quality services and whose business models are aligned with the guiding principles of NWIR;
- Monitor actions and behavior of those representing NWIR to ensure conformity with NWIR’s guiding principles; and
- Adopt bystander intervention policies, as necessary, to ensure fair and equal treatment of all people.

By virtue of their membership in NWiR, all members agree to follow, support, and further NWIR’s guiding principles of diversity, equity, and inclusion throughout your involvement with NWIR.

Adopted by the Board of Directors on June 21, 2021.