



MAGELLAN
ADVISORY PARTNERS



Magellan Advisory Partners

Diversity, Equity and Inclusion (DEI) Policy



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Purpose

At Magella Advisory Partners, we are committed to fostering a diverse, equitable, and inclusive workplace where all employees feel valued, respected, and empowered to contribute to our shared success. This policy outlines our approach to promoting DEI across all aspects of our operations.

Scope

This policy applies to all employees, contractors, interns, volunteers, and job applicants at Magellan Advisory Partners, regardless of location or role.

Our Commitment

We believe that diversity drives innovation, equity ensures fairness, and inclusion creates belonging. Our DEI commitments include:

- **Diversity:** We strive to build a workforce that reflects a wide range of backgrounds, identities, experiences, and perspectives.
- **Equity:** We work to identify and eliminate barriers to opportunity and advancement, ensuring fair treatment and access for all.
- **Inclusion:** We cultivate a culture where everyone feels welcomed, heard, and respected.

Key Principles

1. Recruitment and Hiring

- Implement inclusive hiring practices.
- Ensure job postings are accessible and free from biased language.
- Partner with diverse organizations and networks to reach underrepresented talent.

2. Workplace Culture

- Promote respectful communication and collaboration.
- Celebrate cultural events and heritage months.
- Provide DEI training and education for all employees.

3. Career Development

- Offer equitable access to mentorship, training, and advancement opportunities.
- Monitor promotion and compensation practices to ensure fairness.

4. Accountability

- Establish DEI goals and track progress regularly.
- Encourage feedback and provide safe channels for reporting concerns.
- Hold leadership accountable for fostering an inclusive environment.

5. Community Engagement

- Support initiatives that promote social equity and community well-being.
- Partner with organizations that align with our DEI values.

Review and Updates

This policy will be reviewed annually and updated as needed to reflect evolving best practices and organizational goals.
