



Diversity, equity and inclusion (DEI) Committee Charter



The Myers-Briggs Company Diversity, Equity and Inclusion (DEI) Committee Charter

The Myers-Briggs Company, as a certified B Corp™ committed to more purposeful business, strives to create an organizational culture and climate in which:

- Every voice is heard and valued.
- Colleagues have a sense of belonging and connection to the organization and each other.
- Everyone feels empowered to do their best work, while cultivating opportunities for collaboration and career growth.
- There is a commitment to grow diversity within our employee base and business relationships.
- All are encouraged to contribute to improving diversity, equity, and inclusion in our communities, through listening, learning, understanding, and advocating.
- Employees contribute to societal improvement, both within the company and our communities, being encouraged to be part of “be the change” debates.

To help accomplish this purpose, we created a committee of 25 volunteers from across the company. The Committee is charged with researching, developing, proposing ideas, and leading projects that will improve diversity, equity, and inclusion in our company and our communities.

The Committee will ensure that education, training, and volunteer opportunities are part of the learning journey of all employees related to diversity, equity and inclusion. Our global leadership team is committed to partnering with the committee to support the diversity, equity, and inclusion goals of The Myers-Briggs Company.

We have also created Employee Resource Groups for our employees, to honor and value their experiences and perspectives of minority group members and those affected by societal injustices. The aims of these Groups are to:

- Come together in a safe space to support one another in their shared experiences
- Embrace and celebrate our diversity
- Increase understanding of others to strengthen teamwork and support amongst our employees
- Participate in decisions that impact their communities

Our Employee Resource Groups comprise:

BIPOC (Black, Indigenous and People Of Color)

- The goal of the BIPOC resource group is to create a safe space for BIPOC so we can share similar experiences and create a supportive environment for each other. We want to celebrate our own identities and ethnic backgrounds. The BIPOC support group was created to build a sense of belonging and connection to the organization and each other.

LGBTQ+ (Lesbian, Gay, Bisexual, Transgender/Transexual, Queer/Questioning +)

- The LGBTQIA+ resource group aims to create a safe, inclusive, and supportive space for TMBC employees who identify as LGBTQIA+. We will support each other by keeping conversations confidential, creating a judgement-free zone, and providing resources that will help support our identity. We also want to promote diversity and inclusion within the company and in its hiring processes.

Women + at Work (women in the workplace and people who identify as female)

- The mission of the Women + at Work resource group is to create an inclusive, safe space and build a network for women+ to encourage and support each other. We will advocate for women+'s voices to be heard in the organization.

White Allyship group

- The White Allyship resource group's mission is to become better BIPOC allies. We'll do this by advocating for an inclusive workplace, recognizing our white privilege, learning together, challenging each other, and working to better understand challenges faced by our BIPOC colleagues and friends.

The Myers-Briggs Company
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ABOUT THE MYERS-BRIGGS COMPANY

In our fast-changing world, your edge lies in harnessing 100 percent of your talent – whether you’re at work, home, college, or anywhere in between. Your success and sense of fulfillment aren’t just about what you know and what you can do, they hinge on your relationships and interactions with others.

The Myers-Briggs Company empowers individuals to be the best versions of themselves by enriching self-awareness and their understanding of others. We help organizations around the world improve teamwork and collaboration, develop inspirational leaders, foster diversity, and solve their most complex people challenges.

As a Certified B Corporation®, The Myers-Briggs Company is a force for good. Our powerfully practical solutions are grounded in a deep understanding of the significant social and technological trends that affect people and organizations.

With over 60 years in assessment development and publishing, and over 30 years of consultancy and training expertise, a global network of offices, partners, and certified independent consultants in 115 countries, products in 29 languages, and experience working with 88 of the Fortune 100 companies, we’re ready to help you succeed.

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