

# Meet&Potato<sup>®</sup>

## Diversity, Equity & Inclusion Policy

We understand that a diverse and inclusive workplace not only benefits our employees but also our clients, partners, and the communities we serve. By embracing DEI, we foster a safe work environment that celebrates all our differences, encourages collaboration, and drives innovation. Ultimately, we believe this is essential to our success and we are determined to make a positive impact within the events industry sector.



**Diversity** is the variety of people, ideas, and perspectives within our organisation. This includes but is not limited to national origin, race, sexual orientation, disability, and neurodivergence.

**Equity** is the removal of all barriers to success, ensuring everyone in our team has fair and equal opportunities and the resources to thrive.

**Inclusion** is the safe space we have created where individuals are valued, respected, and connected. Everyone here has a voice!



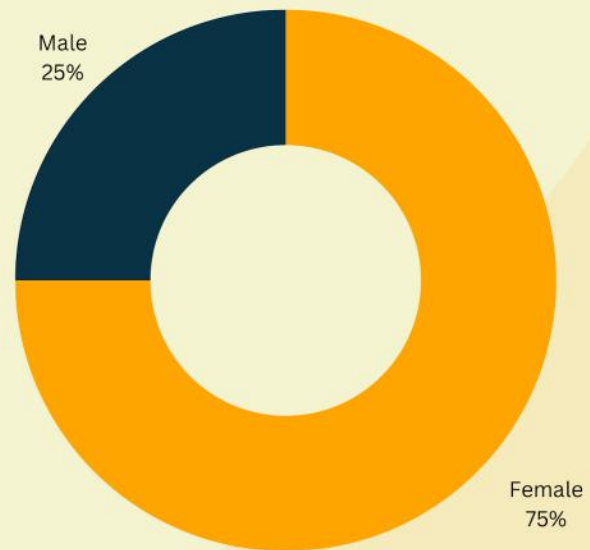
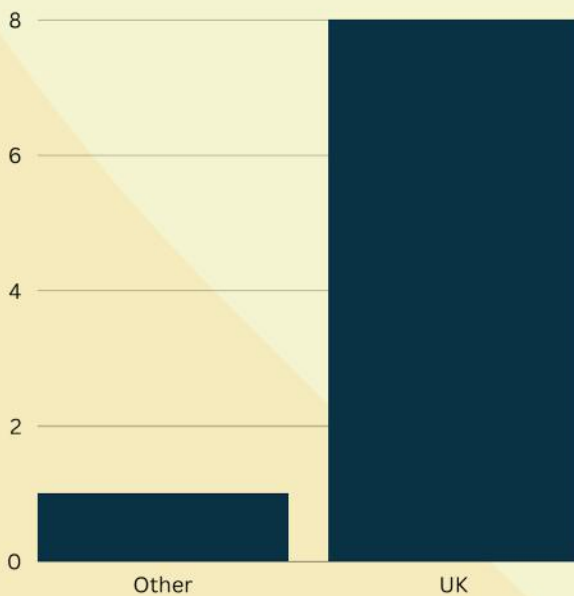
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## Our Agency



Our recruitment process is fair and unbiased. We have established policies and guidelines designed to eliminate discrimination and unconscious bias and actively promote diversity and inclusivity.

### National Origin



### Leadership Team

We aim to provide training and education to increase awareness of inclusive behaviours and cultural competencies to create an agency environment founded on understanding, shared values, and acceptance.



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## Glossary of Terms

**Diversity:** Differences in racial and ethnic, socioeconomic, geographic, and academic/ professional backgrounds. People with different opinions, education (degrees and social experience), religious and political beliefs, sexual orientations, heritage, and life experiences.

**Equality:** Defined as "the state of being equal." It's one of the ideals of a democratic society, and so the fight to attain different kinds of equality, like racial equality, gender equality, or equality of opportunity between rich and poor, is often associated with progress toward that ideal of everyone being truly equal.

**Inclusion:** The achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources and have the ability to fully contribute to the organisation's success.

**Bias:** Prejudice in favour of or against one thing, person, or group compared to another; usually in a way considered unfair. Implicit bias is unconscious, and explicit bias is conscious.

**Intersectionality:** The interconnected nature of social categorizations such as race, class, and gender as they apply to a given individual or group, regarded as creating overlapping and interdependent systems of discrimination or disadvantage.

**Homophobia:** The irrational fear, dislike, hatred, aversion, intolerance, and ignorance of homosexuality and of lesbian, gay, bisexual, transgender, and queer (LGBTQ+) individuals.

**Discrimination:** Prejudiced treatment of a person on the basis of the social groups to which they belong, and stereotypes about those groups. When committed by an individual, discrimination can be broken down into two types: traditional discrimination (openly negative treatment) and modern discrimination (subtle negative treatment).

**Privilege:** Operates on personal, interpersonal, cultural, and institutional levels and gives advantages, favours, and benefits to members of dominant groups at the expense of members of target groups. Privilege is characteristically invisible to people who have it. People in dominant groups often believe that they have earned the privileges that they enjoy or that everyone could have access to these privileges if only they worked to earn them. In fact, privileges are unearned, and they are granted to people in the dominant groups whether they want those privileges or not, regardless of their stated intent.

**Transphobia:** A collection of ideas and phenomena that encompass a range of negative attitudes, feelings, or actions towards transgender people or transness in general. Transphobia can include fear, aversion, hatred, violence, anger, or discomfort felt or expressed towards people who do not conform to social gender expectations.

**Racism:** A belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race.

**Patriarchy:** Social organization marked by the supremacy of the father in the clan or family, the legal dependence of wives and children, and the reckoning of descent and inheritance in the male line

**Anti-racism:** Encompasses a range of ideas and political actions that are meant to counter racial prejudice, systemic racism, and the oppression of specific racial groups. Anti-racism is usually structured around conscious efforts and deliberate actions that are intended to provide equal opportunities for all people on both an individual and a systemic level.

**Feminism:** The belief that women should be allowed the same rights, power, and opportunities as men and be treated in the same way, or the set of activities intended to achieve this state: