

Equity, Diversity & Inclusion Statement

Autocase supports equitable rights and justice for all people regardless of race, ancestry, nation or ethnic origin, color, gender identity or expression, sexual orientation, sex, disability, age, creed, religion, socio-economic status, or other membership, and their intersections.

We strongly believe that it is the responsibility of each and every individual in our society to do their part in the fight against systemic issues that result in inequity. Our company and its employees are committed to being advocates for this meaningful change, so that Autocase can “Do Good and Great Things” in our communities and within our company.

Autocase's purpose is to measure and value the triple bottom line (TBL) - financial, social, and environmental impacts - of buildings and infrastructure projects in our communities. Our belief is that by placing a value on the TBL we can ensure that the impacts, both positive and negative, to people and nature influence decision making as much as traditional financial metrics. With this comes the responsibility to assure that the work we do is just and equitable while also being transparent, rigorous, and objective.

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Autocase is actively taking steps to be better, we have identified three pathways where our company will implement tangible changes to our practices:

1. Business operations including hiring practices, key performance indicators, employee resources and training, and job descriptions

Our hiring is tied to one's capacity to contribute to the company's work. We are an equal opportunity employer and employ personnel without regard to race, ancestry, nation or ethnic origin, color, gender identity or expression, sexual orientation, sex, disability, age, creed, religion, socio-economic status, or membership in any other protected grounds and their intersections.

Our hiring practices aim to attract and recruit the smartest, most trustworthy, and collaborative candidates. We commit to providing an inclusive culture that respects individuals' lived experiences. Autocase commits to instituting metrics for tracking equity, diversity, and inclusion in our business operations and our standard practices.

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2. Methodologies influencing our economic models and metrics

Autocase commits to establishing task forces to investigate the economic methodologies we apply in our practice and change approaches that can hinder social equity. These task forces will also identify avenues for further study and action to enhance our capabilities to evaluate and communicate the impacts of projects on social issues.

3. Types of projects we pursue and the partnerships we engage in

Autocase commits to working with organizations and projects that serve the public good while putting even more emphasis on groups that advocate for social justice.

Through these actions, we hope to affect change for the public good in both the short and long term. Our company is in a unique position to be advocates on social issues. We recognize the responsibility that comes with this opportunity, and pledge to do our part to be a better force for positive action.

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Through the consideration of TBL outcomes tied to projects, we provide a platform for both better understanding the issues at hand and better calibrating our decisions to address these issues. We are committed to ensuring that we maximize the value of our work for society, and that cannot be the case if we do not do our part to eliminate discrimination and systemic racism.

Our Equity, Diversity & Inclusion Statement was developed by our employees and reflects the company we are today, and will be tomorrow. Further, our leadership endorses and commits to its implementation.

