



Our Commitment to Diversity, Equity, Inclusion, and Belonging (DEIB)

Discover how we promote diversity within our organization, ensuring that all employees feel valued and part of the community.

At Root Capital, we are dedicated to prioritizing and advancing the principles of diversity, equity, inclusion, and belonging throughout our operations. This commitment is fundamental to our values, as we firmly believe that fostering a safe, inclusive, and diverse environment enriches our work, strengthens our culture, and empowers us to better serve our clients, collaborate effectively, and fulfill our mission.

Our Strategy

The Global DEIB Committee plays a pivotal role in supporting a workplace and organizational culture that effectively hires, supports, and empowers a diverse workforce—one that feels a strong sense of belonging within our inclusive organization. The committee advises and assists Root Capital's leadership team in several key areas:

Identifying Areas for Improvement

We continuously assess our practices and policies to identify opportunities for enhancing diversity, equity, and inclusion.

Workforce Education

We actively educate our workforce on DEIB issues, ensuring that everyone has the knowledge and tools to contribute to an inclusive environment.

Promoting DEIB Initiatives

We champion initiatives related to diversity, equity, inclusion, and belonging across the organization.

Performance Monitoring

We hold ourselves accountable by monitoring our performance against the high standards we set for diversity, equity, and inclusion at Root Capital.

Our vision for the Global DEIB Committee is to create a Root Capital where all individuals feel safe, comfortable, and empowered to achieve our collective goals.

Initiatives and Ongoing Efforts

We are intensifying our focus on DEIB in the workforce through the following initiatives:

Trainings

We offer training sessions for our staff and managers. These sessions cover essential topics, including unconscious bias and heightened sensitivity related to diversity, equity, inclusion, and belonging (DEIB).

Activities

We actively promote and celebrate international and regional DEIB-focused days throughout our organization. By fostering awareness and sensitivity, we aim to create an environment where everyone feels valued, respected, and included.