cariloop

Cariloop's Diversity, Equity, and Inclusion (DEI) Philosophy

Our DEI Philosophy

Together we will work to embrace and uplift each other through **education, empathy, empowerment** and our shared mission. We are committed to taking personal and corporate responsibility in our roles, responsibilities, and mission to support DEI initiatives that help to create the global standard for the way we support caregivers, families and each other.

How We Track Our DEI Goals

Each year, Cariloop publishes our DEI Report. The purpose of this report is to constructively reflect on Cariloop's intentional efforts to pursue our internal and external DEI missions. The honest feedback of our Loopers' unique experiences and transparent company data ensure we have the necessary tools to fully embody and remain committed to our DEI Philosophy. We use the report to inform DEI goals and initiatives each year for accountability and transparency.

Our Internal DEI Mission

To create a safe, fair and inclusive environment where people can be their true, authentic selves.

Includes: current and future Loopers, vendors, advisors, and Board members.

- **Educate:** provide regular DEI learning opportunities for all Loopers and specific learning opportunities that are role specific.

- **Empathize:** build empathy through regular opportunities for connection and mutual understanding.

- **Empower:** take action to pursue our DEI Mission through annual all-company and role-specific DEI goals and initiatives, evaluated annually in our DEI report.

Our External DEI Mission

To reduce and remove barriers for caregivers, particularly caregivers who are not provided equitable, fair, or inclusive opportunities due to their caregiving status.

Includes: all caregivers, including our members and customers.

- **Educate:** provide materials and resources to educate the world on the stress and burden felt by caregivers.

- **Empathize:** dedicate ourselves to collective and personal research and learning to determine the most effective and meaningful ways to support caregivers.

- **Empower:** provide resources to support caregivers who are not provided equal opportunities due to their caregiving status.