



Diversity, Equity, Inclusion, and Belonging @ Embark

At Embark, we're on a mission to improve the life and longevity of all dogs through science and technology. We're equally passionate about making Embark a great place for everyone to work and grow by representing and reflecting the unique experiences, perspectives, and viewpoints of our people, partners, and the communities we serve.

Our approach to inclusion and diversity is rooted in listening, learning, trust, and transparency. Using a data-driven approach, we're building inclusive teams and products, cultivating a sense of belonging, and expanding community engagement and impact.

We care about each other and our communities, and want our team mates to bring their full, authentic selves to work.



Our Commitment

Employees at Embark believe in living our values through everything we do. As such, we have pledged to become a more diverse, inclusive, equitable, and anti-racist organization by fostering an inclusive culture and increasing equity and representation at all levels of our organization.

We know that talking about diversity and inclusion isn't enough. Radical change requires empathy, action, and accountability. Here are some of the actions we have taken and are committed to taking this year:



Company Representation

We are amplifying underrepresented voices at Embark by cultivating a safe-space for brave conversations. This means increasing representation at all levels of decision-making.



Belonging and Inclusion

We are dedicated to supporting each other's growth, serving as allies through action, and embracing each other's differences.



Our Community

We know that we have a responsibility – not just to our own employees – but to the wider community.

Interested in joining our pack?

Careers @ Embark: <https://embarkvet.com/about/careers/>

Join Us!

We are in the early stages of our journey and want you to join the pack.

Check out <https://embarkvet.com/about/careers/> to see our open positions.

Company Representation

We are committed to implementing a plan to track the diversity of applicants and interview pools and establishing a quarterly internal report to hold ourselves accountable. We will also establish a formal governance plan that includes specific goals and timelines for diversity at the senior and Board-levels of Embark.

Belonging and Inclusion

We have implemented a survey to track whether we're successfully fostering an organic and mindful sense of belonging.

This year Embark launched a DEIB committee with full executive support and robust company resources. This committee implements DEIB initiatives, plans internal events to celebrate diversity at Embark, and monitors the commitments the company has made.

Here are just a few of the programs we have launched this year:

- A new initiative in partnership with The Functional Dog Collaborative to foster greater inclusion and access to genetic testing for dog breeders that are Black, Indigenous, and/or People of Color (BIPOC).
- The first session of an Interrupting Implicit Bias workshop for leaders and hiring managers.
- A variety of internal events to celebrate inclusion, such as "Lift Every Voice" in honor of Black History Month; book fairs to celebrate AAPI Heritage Month and Latinx Heritage Month; and Embark's first ever Drag Happy Hour Eleganza Extravaganza during Pride Month.
- As committed allies against racism and inequality, Embark and its employees has made donations to the Trevor Project, the ACLU, the Trans Lifeline, the HRC, Fenway Health, #StopAAPIHate, and more. Four LGBTQIA+ organizations were also highlighted during Embark's #PupsForPride donation campaign.

Our Community

This year, we have made a financial investment in community and professional partnerships that support our DEIB values and mission. We are dedicated to making every aspect of our company and product experience accessible and inclusive to all.

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