



WALLA WALLA VALLEY WINE

OUR PLEDGE

By adopting this Walla Walla Valley Wine Diversity Pledge, our wine business and its management shows our support for these principles:

- We strive to be a welcoming industry that values all people and reflects the Walla Walla community.
- Everyone who works in the wine business here or visits Walla Walla Valley to enjoy our wines should always feel safe and welcome.
- We believe that diversity strengthens us as a community and as a business.
- We are committed to actions that support these principles and enable the Walla Walla Valley wine industry to continuously improve upon how we live up to them.
- We will ensure that the physical and behavioral environment of our business demonstrates our commitment to supporting diversity and inclusion.
- We will seek diversity in the businesses who work with us as suppliers and vendors.
- We will thoughtfully consider diversity and inclusion objectives in our hiring and development of employees at all levels. We will seek diversity at all levels of our business.
- We will educate our individual organizations and our teams on the subject matter of diversity and inclusion
- We will support efforts in wine media and promotions to reflect Walla Walla as a diverse and welcoming place.

Each year, we will hold ourselves accountable and evaluate our progress in successfully meeting these commitments. We will collaborate with other wine businesses in the Valley to identify new and more effective ways to live up to our stated principles and commitments.

We will also hold the Walla Walla Valley Wine Alliance accountable for establishing annual goals to support diversity and inclusion in how we, as a group, act, communicate and promote to our stakeholders and audiences.