

## Diversity, Equity, and Inclusion at Voltaiq

What if creating an inclusive and diverse culture was part of the foundation of a company? Imagine all the bad habits and embedded biases that would never get the chance to form. Imagine putting employee and candidate experience at the forefront.

The team at Voltaiq are working hard to embed diversity, equity, and inclusion (DE&I) into its core, from the get go. Here's a rare glimpse at what it would look like to work at an early-stage company that is concerned with creating good habits instead of rectifying bad ones.

The internal DE&I group started in response to the overt chaos of 2020. Racial tensions in the U.S. were (and are) at a very visible high. Members of the team wanted to ensure that as a company, Voltaiq does what is right and what is best, and that they are truly living their values.

### Voltaiq Company Mission

At Voltaiq, our mission is to provide the analytics that accelerate the transition to a battery-powered world.

Voltaiq's DE&I meetings are highly collaborative, and are a space where everyone who is interested in furthering this cause can have their voice heard. The team sets quarterly goals, and meets twice a month to tackle bite-size action items. This quarter: hiring. How can we make sure our job postings don't contain biased language? How can we track our progress toward diversity without tokenizing folks from underrepresented groups? What are everyone's thoughts on this recent movement of doubling referral bonuses for candidates from employee resource groups?

Every quarter, the Voltaiq team comes together for an all-hands company meeting. We discuss the company goals for the year and every quarter, we track our progress against those goals. We always start the meetings with a discussion on current wins and celebrations and a review of the Voltaiq Mission, Vision, and Values (MVV). The Voltaiq MVV is our North Star and is why we come to work everyday. At Voltaiq, diversity and inclusion are critical to helping us achieve our mission - to create an environment where diverse backgrounds and thoughts are welcomed and celebrated and to enable us to bring diverse perspectives to our company mission.

## What prompted you to start the DE&I group?

The DE&I group was started as a direct response to the racial tensions plaguing our country, which culminated in the summer of 2020. The team wanted to ensure that at Voltaiq DE&I was center stage in our growth as a startup. We look to identify and actively drive DE&I goals, while holding the organization accountable for our internal and external DE&I goals. While hiring managers and the executive team are always thinking about diversity, a formal group with participation from others in the company was needed to facilitate discussion and contribute action to make Voltaiq a more just and equal workplace for all. We wanted a forum where everyone had a voice, where we could discuss the difficult questions and contribute to change within our organization. While our team is small, we are setting the foundation in place today to serve Voltaiq as we scale and grow.

## Is the leadership team invested?

We were highly encouraged by our co-founders, Tal and Eli, to start the group. While they do not regularly attend meetings, purposefully creating a space for employees to feel safe sharing their experiences, they are always available to our suggestions. We have an “Executive Representative” role that liaises directly with the executive team, as needed.

## Voltaiq company vision

Our vision is to become the world’s most trusted platform for developing and tracking new batteries and battery-powered products throughout their lifecycle, enabling a world of safe, sustainable energy.

Each quarter, during our company meeting, we always have a slot slated for the DE&I team to discuss what we’ve been working on in the past quarter and what we hope to accomplish in the next quarter. We have heard from numerous team members that the work we’re doing in the DE&I team has been invaluable.

## What does the weekly format look like?

The makeup of the team is completely volunteer driven and to instill ownership of what we are doing, we volunteer for various roles within the team and these roles rotate every quarter. The Project Lead typically runs the meeting with discussion topics through an open forum. We value feedback and have designed an open forum where topics can be discussed without judgement.

## What have been the group’s biggest accomplishments to date?

These past two quarters, we worked on measuring and creating a baseline for the makeup of the Voltaiq team. We realized that we need to have a clear understanding of where Voltaiq stands today, so that we can improve going forward. We created an Employee Experience survey to measure and quantify areas for improvement and direct our efforts effectively. We also created an annual Diversity, Equity & Inclusion Metrics Survey so we can get a basic understanding of our demographics in order to ensure that we are creating an inclusive and equitable working environment, and to identify areas of opportunity as the company grows. We had 100% participation in both surveys and are taking the next few quarters to tackle the identified areas of improvement.

In addition, as a group, we standardized our interview questions as they relate to how a candidate embodies the Voltaiq values. We created a standard interview guide so that all candidates are asked the same questions so we identify and address any biases we have.

We are excited to be part of such a team, not because we have it figured out, but rather because we understand that it’s not easy and are working to figure it out early on. We are committed to building the DE&I strategy and we look forward to sharing with you our progress and journey.