

Diversity & Inclusion Policy

The Object Management Group® (OMG®) is dedicated to encouraging a supportive and inclusive culture among members and staff to promote diversity and eliminate discrimination. With the creation of our Diversity & Inclusion Policy, we aim to ensure that all members and employees are respected and valued and able to give their best, and to increase diversity within our organization

OMG Background

OMG's mission is to develop standards that provide real-world value for thousands of vertical industries worldwide. We bring together an international community of end users, vendors, government agencies, universities, and research institutions. They work together to build and revise these standards as technologies change.

In parallel, the parent OMG organization now focuses on building new consortia. We have a time-tested organizational development, level-playing-field governance model, and access to the expertise of a pantheon of who is who in the technology realm. OMG's standards work is continued today by the OMG Standards Development Organization (SDO).

OMG membership represents six continents, and a diverse spectrum of perspectives that provide a truly world-wide consensus. OMG has found that the products of our communities and the opportunities to transform industries at a global scale are best realized when the conversations our communities host are filled with voices representing a wide range of nationalities, interests, backgrounds, and experiences.

OMG Diversity & Inclusion Policy

OMG is committed to providing equity and fair treatment to our members and staff irrespective of age, disability, gender, marriage or civil partnership, pregnancy or maternity, race, ethnic origin, color, nationality, national origin, religion or belief, sexual orientation, or any other protected characteristic as outlined by federal, state, or local laws.

Our mission is to provide the following to members and staff:

- A supportive and safe environment that recognizes and values individual differences and the contributions of all members and staff.
- A working environment that promotes dignity and respect for every member and employee.
- Freedom from discrimination, intimidation, bullying, retaliation, or harassment
- The availability of training, development, and opportunities for progression.
- Benefits, compensation structures, and other employment opportunities for our staff that are equitable and fair.

We believe in promoting and practicing workplace equity. We encourage anyone who feels they have been subject to unfair treatment, or the violation of any of the principles mentioned in this policy, to make OMG's management aware of their concerns so we can apply corrective measures. In addition, we extend our Diversity & Inclusion Policy to all stakeholders, including vendors. Our policy will be monitored and reviewed annually to ensure that equity is continually promoted.