

**FRANCHISE TAX BOARD RESOLUTION RECOGNIZING ITS
COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION**

WHEREAS, the Franchise Tax Board recognizes that practicing mutual respect for qualities and experiences that are different from our own and ensuring individuals of all backgrounds, identities, abilities, perspectives and beliefs have an equal opportunity to belong, achieve, and contribute to their communities, creates an organization that promotes and sustains the values of diversity, equity and inclusion;

WHEREAS, the Franchise Tax Board celebrates the diversity of our employees who serve to promote a strong organization and inspire innovative solutions and further FTB's mission to help taxpayers file tax returns timely and accurately, and pay the correct amount to fund services important to Californians;

WHEREAS, the Franchise Tax Board desires to create a culture that embraces and reflects California's diversity by developing programs, training, and safe environments that promote diversity, equity, and inclusion; and

WHEREAS, in accordance with the Franchise Tax Board's new 2021-2025 Strategic Plan, which provides that FTB will "Increase employee engagement and job satisfaction by continuing to assess and enhance culture, focusing on diversity and inclusion, valuing employees as individuals, and celebrating employee achievements" and "Recruit and retain a high-performing workforce that leverages our state's rich diversity and promotes inclusion", a Diversity, Equity, and Inclusion (DEI) Team was created. The DEI Team's mission is to contribute to a caring community by reinforcing and strengthening FTB's commitment to a diverse, equitable and inclusive workforce, in which employees from a variety of backgrounds, cultures, and personal experiences are welcomed and can thrive in support of FTB's mission and goals; and

RESOLVED, that the Franchise Tax Board hereby formally recognizes its commitment to promote a workplace environment and culture that promotes diversity, equity, and inclusion and in which employees from a variety of backgrounds, cultures, and personal experiences are welcomed and can thrive in support of FTB's mission and goals.

