

IDEA: Inclusion, Diversity, Equality (and Education), and Awareness (and Accessibility)

We're committed to our partner's success and want to provide you with the best resources to thrive in our industry. Our online partner enablement resources are designed to equip you with the tools and knowledge to sell our products, stay competitive and provide your services to our joint customers. Take advantage of these valuable resources to empower your business.

Mission

Swimlane is committed to building a culture of inclusion, diversity, equity, and awareness (IDEA). Swimlane empowers everyone to bring their authentic selves to work each day and celebrates their unique traits and experiences. Embracing what makes us different is part of the DNA that makes Swimlane special and creates a strong organization, enabling us to win business with honesty and integrity.

Who can Join?

Anyone! This is a voluntary committee.

Why does IDEA matter?

Simply put, lack of diversity, equality, inclusion, and awareness are systemic problems across the board- not just in [tech companies](#), but in [law enforcement](#), [healthcare](#), [education](#), the [criminal justice system](#), and more. As a company committed to "honesty and integrity in all the things," Swimlane is working toward being the change we want to see. We recognize that to combat systemic issues, we must put systemic programs in place. That's why we started IDEA.

Not only can a [more racially diverse workplace help eliminate product biases](#), diversity and inclusion in general leads to [better decision making at work](#), with inclusive teams making better decisions up to 87% of the time. In fact, teams that follow an inclusive process make decisions 2X faster with half the meetings. And, decision making effectiveness is [95% correlated](#) with financial performance.

A more diverse group of people leads to better decision making, which leads to a better product and in turn, produces more business wins and better financial rewards for all Swimlaners.

When does the committee meet?

While not set in stone, the committee intends to every two weeks to discuss the upcoming decisions/topics/themes/action items, and then at the end of each month to finalize and disseminate information among the team.