

We believe that the Gigster experience should reflect the human experience.

## MISSION

Bringing together **talented people** from **all walks** to build the world's software.

At Gigster, we believe that when people join an inclusive atmosphere with different perspectives and personalities, it sparks innovation and better business outcomes.

We recognize that inclusion and diversity are complex, multidimensional issues and we acknowledge that real change takes comprehensive, sustained effort.

## VALUES



### Come as you are

Gigster is a welcoming company seeking out the brightest talent. Regardless of lifestyle or background, your perspective is welcome.



### Find empathy in action

We care about your well-being and actively nurture an understanding and collaborative culture so you feel your best here.



### Have your voice heard

We celebrate new voices and champion different approaches to how we can creatively solve the biggest problems in software development.



### Thrive in our environment

Gigster aspires to a higher standard of conduct and pay equity affirming our diverse talent and their contributions to our company

## ACTIONS

In order to find a path forward towards a balanced and inclusive team, we're committing to some concrete actions through 2018



### Flexible Working Hours

We promote a healthy work balance giving you freedom to be your best



### Promoting a Joyful Office

We want you to be happy and fulfilled at work while enjoying our space



### Event Partnerships

Organizations with shared values can help promote open discussions



### Employee Resource Groups

These groups allow you to find community and get support



### Regular Team Surveys

We want to consistently check in and assess current perceptions



### Blind Hiring Process

Screening this way allow us to remove unconscious biases from hiring



## DIMENSIONS

Our internal diversity group at Gigster is dedicated to pursuing initiatives that bring us closer together, creating more understanding and unity.