



Justice Equity Diversity & Inclusion

JEDI Action Plan - Internal

Accountability: KenNesha D. Hart, highest governing authority

Commitment: iScaleHR's strategy and partnerships are evaluated against whether they close access gaps for women, people of color, veterans, and other identified disadvantaged groups in the markets we serve. This commitment is informed by lived experience: iScaleHR is founded and led by a woman of color, in partnership with a disabled veteran of color, giving direct, personal grounding to the access gaps this plan addresses.

Action: As a no-employee company, this commitment is activated through partner selection and the design of any programs or resources iScaleHR develops or participates in.

Review: This plan will be revisited annually and expanded to include workforce-level actions if iScaleHR adds employees.

A handwritten signature in black ink that reads "K. Hart". The signature is written in a cursive, flowing style.

KenNesha D. Hart

Aug 20, 2026