

OUR DEI JOURNEY



DEI is who we are and what we do. It is not separate from, but at the heart of, our work. We are committed to driving change that centers communities and results in equitable societies, starting with a commitment to equity and inclusion for our staff.

To succeed, an organization dedicated to creating social change must have (a) **a shared philosophy and goals** to align people's expectations and commitment, (b) **structures and systems** that result in equitable results for all staff, and (c) **strong relationships of trust and partnership** among its team members and partners. Through policy and practice review and refinement, whole-staff, board, DEI Committee, individual capacity-building work, and relationship-building activities, we will arrive at a place where the Foundation is executing on its mission with an equity lens.

DEI Goals

- 01** The Foundation's decision-making processes are equitable, inclusive and transparent.
- 02** Power is equitably shared across internal and external stakeholders.
- 03** The Foundation's compensation practices are equitable and inclusive.
- 04** The Foundation has clear, conspicuous and equitable pathways for advancement and promotion.
- 05** The Foundation is an equitable and inclusive employer and partner.

Our collaborative work will start with awareness and move to adaptation.

