



Diversity, Equity and Inclusion Philosophy

DEI is who we are and what we do—It is not separate, 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.

What This Looks Like in Action

- **Language** – Our language is affirming, relatable, and empowering; we are clear about what we value and transparent in our accountabilities.
- **Processes, policies, practices** – Our processes, policies and practices are accessible, applied equitably, developed in a manner inclusive of those most affected and of differing experiences, and reflective of our values. We regularly assess and adapt them to meet the expressed needs of our diverse staff, partners and community.
- **Bringing whole self** – We cultivate a safe, open and candid culture that expects people to share their experiences, without adverse consequences. People feel free to express their full identity with us (race, gender, gender identity, sexual orientation, ability, etc.).
- **Learning journey** – We thrive in our learning journey, embracing discomfort and challenge, and recognizing pain, because we know it is essential to truly experience growth and create sustainable change. Ours is a safe place for real-time feedback and open communication, free from judgement.