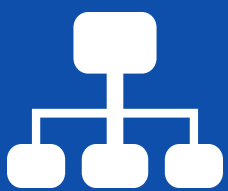


OUR STRATEGIC DEI OBJECTIVES

We're committed to doing the work.

These areas of focus and key strategic objectives were carefully chosen to enrich and underscore the breadth of our **diversity** by fostering an environment of sustainable **inclusion, equity, access** and **belonging**.



RECRUITMENT & RETENTION

- Increase Leadership diversity ratios to **25%** in 2021
- Broaden our applicant pool by increasing reach and engaging new communities
- Ensure systems and structures are in place for new hires to thrive



SECTOR IMPACT

- Analyze the current nonprofit DEI landscape, including sector demographics and potential barriers to entry
- Develop best practices and strategies for diversifying boards, donors and front-line fundraising teams
- Help amplify the voices and thought leadership of those directly impacted



LEARNING & DEVELOPMENT

- Increase training measures by **30%** in 2021
- Ensure each staff member has dedicated time and space for personal learning and continued development
- Measure personal growth and track staff development



CULTURE OF BELONGING

- Create safe spaces and encourage staff to bring their true, authentic selves to every interaction
- Evaluate the intrinsic and extrinsic variables to culture-building, including review and audit of our policies, procedures, systems of appraisal and the decision-making process



CORPORATE SOCIAL RESPONSIBILITY

- Pursue firm-wide volunteerism activities
- Ensure **100%** staff-wide participation
- Establish benchmarks for impact and success metrics, including hours of service, dollars raised/donated, staff participation levels and degree of direct impact



INCLUSIVE BRANDING

- Ensure equal representation in marketing and branding materials and collateral
- Define DEI lens and marketing standards to ensure we actively avoid tokenism and demonstrate authenticity in voice and form

Together, we can form a better path.