

# The Improve Group

## GUIDING PRINCIPLES FOR DIVERSITY, EQUITY, & INCLUSION

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*This statement is used to guide the work of The Improve Group and referenced when making decisions about daily activities. These guiding principles are revisited regularly for relevance and currency.*

The Improve Group is committed to diversity, equity, and inclusion in order to address how systemic and historical oppression *can* and *does* show up in our work and workplace. Through effort, reflection, and accountability, we are striving to build a culture and environment that respects and honors people, their many and intersecting identities, experiences, and communities.

The Improve Group aims to advance diversity, equity, and inclusion in our company by:

- Fostering diversity, equity, and inclusion values\* and **devoting time and resources** toward creating an environment and culture grounded in principles of inclusive ideals and trust. We will know we are moving in the right direction when resources being devoted to this work is the norm rather than an exception.
- **Raising awareness** of diversity, equity, and inclusion issues (e.g., systemic and historical oppression and how these factors show up in our work and culture); creating engagement opportunities; and providing policies, systems, and tools that support staff to continue this journey within our organization and our work. We will know we are moving in the right direction when employees experience respect, open communication, and opportunities to voice and hear differing viewpoints.
- **Nurturing an environment** that attracts, develops, supports, and retains employees from diverse backgrounds. We will know we are moving in the right direction when we have a diverse workforce and all staff feel like they can bring their whole selves to work.

\*Our guiding principles support our company values of:

- **Collaboration and inclusiveness:** strengthening our work by learning from and including others
- **Building a better world:** presenting decision makers, service providers and community members with information to better fulfill missions and build a thriving world
- **Thoughtfulness:** Getting to know what is important to other people