



DEI Plan: Diversity, Equity & Inclusion

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At Bizgenics Foundation, we recognize the diversity of each member of our community and value the benefits of sharing experiences, viewpoints, and ideas in a climate of civility and mutual respect. We are committed to fostering a culture of respect, equity and inclusion and believe it is the responsibility of every member of our organization.

Key Definitions

- **DIVERSITY:** Diversity embraces human differences while building interconnections. We recognize diversity in our community to include, but not limited to, race/ethnicity, gender, gender identity, sexual orientation, age, socioeconomic status, language, culture, religion, mental and physical ability, national origin, military status and other definitions.
- **EQUITY:** Equity is creating and maintaining systems and conditions where all have the opportunity to succeed, through access and participation, such that all may achieve equal outcomes.
- **INCLUSION:** Inclusion is the active, intentional, and ongoing creation and support of an environment where all feel welcomed, and the human dignity of each individual is respected, and valued.

Focus Areas

We maintain an intentional focus on the DEI principles noted above to the following categories:

- **TEAM:** We are vigilant in applying DEI principles to all including our Executive Committee, Board of Directors, Advisory Board, staff, partners, sponsors, beneficiaries, participants, volunteers and all others.
- **PROGRAM MATERIALS:** We are vigilant in applying DEI principles to all program materials including print, video, audio, digital and all other materials.
- **CLIMATE & CULTURE:** We are vigilant in applying DEI principles through our brand, events and all other ways.
- **DATA ASSESSMENT:** We are vigilant in applying DEI principles in the design of metadata, data architecture and all organizational characterizations.