



of the Pacific Northwest

Girls Inc. of the Pacific Northwest DEI (DEI) Statement

Girls Inc. of the Pacific Northwest is a gender-affirming, pro-girl organization that strives to meet our mission to inspire girls and all youth to be strong, smart and bold.

We understand the importance of being aware of, and sensitive, to the needs of youth based on racial, ethnic, religious, cultural, ability, income, language, sexual identity, national status, and other demographics by which they self-identify.

To address the opportunity gaps and systemic inequities that Girls Inc. of The Pacific Northwest youth face, our DEI journey is a never-ending commitment. It is a cornerstone for us in governance, programming, partnerships, operations and procurement, and advocacy.

Diversity, Equity, and Inclusion impact every aspect of our organization, and this statement affirms our DEI commitment by our Board of Directors, Leadership, and all Staff.

Below is a set of definitions we use to create a diverse, equitable, and inclusive culture.

Diversity / Diverse: A quantitative output of the board of directors', staff's, and youth's various identities—and how these identities intersect with each other—within Girls Inc. of the Pacific Northwest. This should include race, gender, religious affiliation, economic stability, current community, sexual orientation, and geographic childhood location, among others.

From a business perspective, sustainable organizations build resilient cultures by embracing diversity, searching out diverse perspectives to benefit decision-making, and having a diverse board of directors, staff, and youth that thrive.

This is also reflected in the vendors, materials, and consultants we procure and retain.

Equity / Equitable: Equity refers to the supports put in place to ensure that everyone is given resources to match their needs. To understand equity, an organization must recognize that some identities are currently and historically treated unfairly, and therefore it is not enough to require that supports be equal. A more equitable society works to create policies, practices, and a culture that provides people the resources needed to thrive.

Inclusion / Inclusive: A qualitative output based on the culture created and felt by the employees of Girls Inc. of the Pacific Northwest. An organization is inclusive when all its stakeholders feel that they belong and also believe that they are an integral part of an organization where they, and all others can thrive. We will affirm Inclusion through these accountable measures:

- Diverse and intentional Board of Directors recruiting and membership



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- Year around Board and Staff trainings that bolster DEI development
- Updated clear employee policies and procedures
- Adhering to legal and contemporary best practices on safe and innovative work environments
- Seeking feedback from staff on their level on satisfaction and clarity as employees
- Affirming gender pronouns for all staff and youth
- Proactively advocating on social matters that impact our youth
- Asking our partners, volunteers, and external vendors to do the same

As we embrace our DEI Commitment this statement may be refined and strengthened over time to foster progress and a realization of our mission.

For further information about our DEI commitment, and ways in which you may partner with us, please contact:

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Thank you,

Cyreena Boston Ashby
CEO

And,
Gwen Turner
DEI Officer
Board of Directors, Girls Inc. of the Pacific Northwest