

Inclusion



Our Definition: The cultivation of an environment marked by belonging, respect, and connection, which values individuals' unique qualities and perspectives while providing meaningful opportunities for these perspectives to be reflected in the planning and decision-making within an organization.

Internal Commitments:

- We commit to creating an environment that allows people with various backgrounds, mindsets, and ways of thinking to work effectively together and to perform to their highest potential.
- We commit to respecting a variety of subcultures such that all staff have the opportunity to take part in shaping RISE culture (e.g. our values, norms, policies).
- We commit to developing an awareness and understanding of diverse cultural viewpoints, ideas and opinions to promote and foster inclusion.

Network Commitments:

- We commit to creating spaces for partners to speak and act as their authentic selves, ensuring partners feel welcome, respected, supported, and valued.
- We commit to being aware of, acknowledging, and calling out unconscious biases in network spaces.
- We commit to including, valuing, and celebrating diverse voices and experiences in network spaces.
- We commit to supporting programs that advance the inclusion of historically marginalized groups.
- We commit to making our strategies, communications, and resources accessible and culturally responsive.

