



of Metropolitan Dallas

Diversity, Equity and Inclusion Statement

At Girls Inc., we not only accept and tolerate but also actively honor and value differences in culture, lifestyles, heritage, and knowledge. This includes all the similarities and differences that make us diverse internally, externally, or situationally and may include, but not be limited to age, appearance, communication style, economic status, educational background, employer, gender identification, sexual orientation, geographic location, job type/title, language, race/ethnicity, learning style, management status, marital status, mental abilities, nationality, parental status, physical abilities, political affiliation, religion, seniority/tenure, sex/gender, veteran status, work experience, or work location.

Our commitment to diversity, equity and inclusion is one of the two “underlying truths” of our organization’s strategic plan, and is essential to achieving our vision and mission. The importance we place on these values will be demonstrated through the education of all our people and through the cultivation of opportunities to embrace these principles. Girls Inc. centers DEI in our strategies, decisions, and use of resources by intentionally building a community (which includes management, staff, volunteers, and funders) that is reflective of the girls and communities that we serve, and by delivering the comprehensive Girls Inc. Experience in ways that demonstrate our genuine appreciation for the plurality of people and cultures that surround us.

It is only through sustained commitment to living these values that we can attract unique, creative, and vital people with varying differences and views to the organization. And it is the combined effort of our diverse and dynamic community that leads to the powerful outcomes that ensure a brighter future for girls.