



Cultivate's Commitment to Diversity, Equity and Inclusion (DEI)

We at Cultivate strive to be a diverse organization that provides equitable access to all identities, including (but not limited to) race, ethnicity, language, economic status, religion, gender identity and expression, sexual orientation, ability, age, mental health, nationality, and education level.

In order to hold ourselves accountable to this diversity, equity, and inclusivity work, we, the staff, board and volunteers at Cultivate, will commit to the following:

- We celebrate the diversity of our community, staff, board, volunteers and clients;
- We believe that diversity, equity and inclusion work makes us a better, stronger organization;
- We educate ourselves on topics regarding diversity, equity, and inclusivity to allow us to better serve and understand our community;
- We seek to understand the privileges we each hold and use them to create more inclusive, equitable and diverse spaces;
- We work to create a safe and inclusive environment where we listen to and learn from people's lived experiences in order to do our work better;
- We call out harm when it occurs within our Cultivate community;
- We continue to learn about how intersectionality i.e. multiple forms of discrimination, can impact a person and/or community;
- We will annually examine these commitments to ensure we are serving all members of our community.