

*Diversity and Inclusion Statement**

Different perspectives help us see the world more clearly, and with a clearer view, we can all see more and achieve more. At Humble Design our commitment to diversity, in all of its forms, is significant. We believe that diversity includes appreciation and respect of differences in race and ethnicity, gender and sexual orientation, religious affiliation, age, and life experience, nationality, language, physical capabilities, and all the many forms of identity that shape our worldview. We are committed to diversity not only because it helps us better serve our communities, but also because we believe it's right. We expect each of us—no matter what our level, role, or function is—to play an active role in creating environments where people of a diverse range of backgrounds are excited to bring all of who they are and do their best work.

We aim to:

- Create and maintain a culture of inclusivity
- Proactively seek initiatives of our Diversity, Equity, and Inclusion Committee.
- Focus on working together to build and foster a truly diverse and inclusive environment in which every person feels valued, empowered, and heard.
- Maintain and grow the diversity of staff, board, and supporters
- Adopt processes, procedures, and practices aimed at becoming a leader in diversity, equity, and inclusion initiatives.

We will do this by:

- Raise diversity, equity, and inclusion awareness through training, programs, partnerships, and activities.
- Meet with and encourage leadership to look to hire a more diverse staff.
- Create procedures for designers to follow to help be attentive to clients' needs and sensitivities.
- Seek feedback from staff, clients, and volunteers to understand opportunities for improvement.
- Annually, review and assess its performance.

*Adopted and approved by the National Board of Trustees 2/2022

