



The Junction BIA Diversity and Inclusion Statement

At The Junction BIA, we are an organization where all members, employees, and volunteers, feel valued and respected irrespective of their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability. We are committed to providing an equal opportunity for participation, employment, and advancement in our organization, programs, and events. We respect and seek diverse voices, life experiences, and heritages.

To provide informed, authentic leadership for cultural equity, The Junction BIA strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the community we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Practice and encourage transparent communication in all interactions.



- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.