



## ALL STARS HELPING KIDS DIVERSITY STATEMENT

### EQUITY STATEMENT FOR WEBSITE:

We are committed to maintaining a professional working environment that recognizes, understands, respects, and encourages the unique contributions of each intern, employee, donor, grantee and partner. We cannot grow effective leaders if we do not include the voices of everyone in inclusive and equitable ways.

### LONGER VERSION:

All Stars Helping Kids promotes diversity, inclusion, equity, access and mutual respect among staff, community partners, donors, the nonprofits we support, and the communities we serve. We are dedicated to creating a more diverse, representative and inclusive community grounded in respect, humility, celebration and appreciation. All Stars Helping Kids endorses a broad definition of diversity and seeks to create dialogue that encourages an understanding of diversity, inclusion and capacity in the nonprofits and communities we serve. The All Stars Helping Kids leadership team works to meet the needs of all its internal and external constituencies. They work toward cultural competency and understanding for our grantees by surfacing equity issues and facilitating open, honest dialogue.

- **Diversity** means understanding that each individual is unique and recognizing our individual differences, ideas, and experiences in philanthropic grantmaking. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.
- **Inclusion** is the exploration of differences in a safe, positive, and nurturing environment personally and professionally. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity within each individual. It is the profound practice of making sure all have a seat at the table.
- **Equity** is the movement toward more justice and fairness in organizational and societal practices. Seed funding under-resourced organizations serving marginalized communities, promoting fair pay for equal work, providing access to educational, health and wellness, and leadership opportunities for all and ending discrimination supports the development of equity within our communities.
- **Access** is the concept that all people have equal chances at advancement, learning, participation, and leadership in organizations. The systematic discrimination that exists in society necessitates the conscious questioning of whom is present and heard in decision-making, leadership and organizations.