



Jeffco Prosperity Partners Diversity, Equity, and Inclusion Statement

At Jeffco Prosperity Partners a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement across our organization. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for the entire nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, Jeffco Prosperity Partners strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the communities 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.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

Jeffco Prosperity Partners abides by the following action items to help promote diversity, equity, and inclusion in our workplace:

- Provide extensive leadership development training for managers and supervisors to promote leadership practices that emphasize dignity, respect, and equity for the people we serve.
- Annual internal learning opportunity, the Summit, to explore ways all departments can provide a more equitable workplace that translates to the community we serve.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of our community.
- Actively incorporating family voice and data evaluation to continuously assess community needs and the changing demographics of Arvada.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process.
- Create system level awareness of poverty through intensive leadership and all staff trainings.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.