



Compassion House Foundation

Equity, Diversity & Inclusion Strategy

Compassion House Foundation's EDI Strategy is broken into four areas: people, culture, programs and services, and community. We found that these areas not only encompass where we currently are as an organization, but also where we aim to be. All our work moving forward will be mapped to one of these areas.

1

People

2

Culture

3

Programs
& Services

4

Community

OUR CORE COMPONENTS

WHAT DOES THIS LOOK LIKE?

People

Inclusive policies
Inclusive hiring and equitable practices
Personal and professional development

Culture

Inclusive language
Celebrating and leveraging diversity
Culture of belonging and inclusivity
Performance and growth opportunities

Programs & Services

Inclusive language
Culturally competent
Representation in marketing and communications
Opportunities to give honest feedback by all

Community

Accessible workshops and events
Collaborating on projects
Engaging with diverse organizations that reflect who we serve
Building sustainable partnerships

WHAT ARE WE DOING?

Board of Directors

The Board of Directors are responsible for ensuring the organization prioritizes, supports and invests in equity, diversity and inclusion with tangible and quantifiable goals/targets.

CEO

The CEO is responsible for embedding the EDI strategy into the objectives of the organization, empowering everyone to prioritize EDI, and serving as a leader and role model for inclusive leadership.

Managers

Managers are responsible for promoting EDI throughout their teams and driving the implementation of the EDI strategy through Compassion House Foundation's operational planning, recruitment process, workplace culture, programs and services.

Staff

All staff members are responsible to embody EDI into their respective areas as well as provide input on how we can continue to improve. Additionally, all staff members are required to attend trainings and programming available internally and externally.