

## Diversity, Equity, and Inclusion Statement

At Spark Street Advisors, we are committed to fostering a diverse, equitable, anti-racist, and inclusive environment where everyone feels valued, respected, and empowered. We believe that embracing diversity as a strength and creating an inclusive culture enriches our organization, contributes to the health and wellbeing of our community, and better equips us to do our best work in redressing public health disparities.

By fostering an inclusive and equitable environment where everyone can bring their authentic selves, we aim to build a stronger, more just organization that positively impacts our employees, stakeholders, and the communities with which we engage.

This statement reflects our unwavering dedication to embedding diversity, equity, and inclusion in all aspects of our operations. As a public health advisory service with a mission firmly rooted in social justice, this commitment is central to our work.

**Diversity** We embrace diversity in all its dimensions, including but not limited to race, ethnicity, age, sexual orientation, gender identity, religion, disability, language, national origin, and socioeconomic background. We recognize that diversity encompasses a wide range of intersectional social identities, lived experiences and perspectives, and we actively seek to amplify diverse voices within our organization.

**Equity** We are committed to promoting equity by creating a fair and just environment where all individuals have opportunities to succeed, thrive, and achieve. We recognize that systemic barriers and biases exist, and we strive to identify and address these barriers to ensure equitable access to resources, opportunities, and professional growth for all members of our organization.

**Inclusion** We believe that inclusion is essential for creating a safe and supportive work environment. We strive to foster an inclusive culture that encourages collaboration, values individual lived experiences, and actively engages all individuals. We aim to create spaces where people feel comfortable, heard, and respected, so that everyone feels secure and accepted as their authentic selves.

### Actions and Accountability

We recognize that commitment to diversity, equity, and inclusion requires ongoing effort and continuous learning. To uphold our commitment, we will:

a) Recruit and retain a diverse workforce: We will actively seek diverse talent, employing inclusive hiring practices that promote equal opportunities. We will strive to create a workplace that values and supports the retention and advancement of individuals from underrepresented groups.

b) Foster an inclusive culture: We will create and maintain an environment that encourages open dialogue, respectful communication, and active listening. We will provide diversity and inclusion training to raise awareness, challenge biases, and cultivate an inclusive mindset among our employees.

c) Promote equity in policies and practices: We will regularly review our policies, procedures, and practices to identify and eliminate any biases or barriers that may hinder equitable opportunities and outcomes. We will strive for fairness and transparency in decision-making processes at all levels.

d) Collaborate with diverse stakeholders: We will actively seek partnerships with organizations and individuals from diverse backgrounds and communities. We will engage in meaningful dialogue, collaborate on initiatives, and support efforts that promote diversity, equity, and inclusion both within our organization and in society at large.

e) Hold ourselves accountable: We will regularly assess our progress towards diversity, equity, and inclusion goals. We will transparently communicate our efforts, successes, and challenges to our employees, stakeholders, and the wider community. We will remain open to feedback and continuously improve our practices.