



DIVERSITY, EQUITY, EQUALITY & INCLUSION COMMITMENT

Build Institute recognizes the barriers faced by Blacks/African Americans, Latinx, women, and other underrepresented and under-resourced ideators to small business owners in engaging in entrepreneurship and economic development. We celebrate equity, equality, diversity, and inclusiveness in all forms. We embrace these pillars of excellence as crucial to healthy people and healthy communities.

Value Statements

Build Institute believes that:

- Diversity is defined in terms of race, gender, religion, culture, national origin, sexual orientation, gender identity, physical abilities, age, and socio-economics, background, and life experiences. Equity is attained when all employees know they're being valued equally and feel empowered to bring their unique thoughts and ideas to the table. Inclusion is achieved when all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success.
- It is key to embrace the attributes, characteristics, and perspectives that make each person unique and work to create a culture in which people feel supported, recognized, and inspired to make meaningful contributions to the mission of the organization.
- Equity, diversity, and inclusion are active processes that require continuous commitment to promote healthy people, healthy communities, and the overall success of present and future generations.

Action Statements

Our values are realized through or by:

- Fostering a culture of open-mindedness, compassion, and inclusiveness among individuals and groups.
- Actively building a diverse community of team members, BUILDERS, and partners.
- Providing effective leadership in the development, coordination, implementation, and assessment of a comprehensive array of programs and services to promote diversity and understanding of differences.
- Creating and maintaining opportunities for engagement, education, and discourse related to issues of equity, diversity, and inclusion.
- Identifying competencies that are essential to creating environments enriched with diverse views and people.
- Providing educational opportunities toward the development of socially responsible leaders who are willing to engage in the discourse and decision-making that can lead to a transformational change toward learning, achievement, healthy people, and healthy communities.
- Honoring freedom of expression, ideals of citizenry, and civility of discourse as fundamental to personal, professional, and organizational growth.
- Establishing beneficial relationships with individual and institutional partners who share mutual goals and interests.
- An important component of any sustainable and thriving business is to assist with the financial wellness of team members including paying a living wage and providing a competitive benefits package and retirement plan. By providing health care, and 401k savings plans to team members, employees will be able to care for their current financial needs as well as plan for their future financial self.