

Convergence Diversity, Equity & Inclusion Commitment

Our DEI Vision

A Convergence that values, empowers, and supports all staff, participants, volunteer leaders, partners, and stakeholders, without regard to race, national origin, gender identity, age, disability, political affiliation, socio-economic status, religion, or sexual orientation, in our workplace and programs.

Actionable DEI Priorities

Our work, both in the workplace and in our programs, reflects that diversity, equity, and inclusion (DEI) is a process that is urgent, ongoing, and challenging.

Our workplace, free of bias and discrimination, will welcome, engage, and respect all people. Our priorities:

- Hiring, developing, empowering & rewarding an excellent and diverse team.
- Communicating to be accessible and welcoming to diverse stakeholders.
- Engaging all stakeholders in a manner consistent with our Guiding Principles, below.

Our programs will bring people together across divides of identity with the same excellence with which we bridge political, ideological, and sectoral divides. Virtually all of our Convergence Dialogues address issues which raise special challenges to vulnerable communities driving inequitable outcomes. Many of those challenges stem from systems built upon unjust legacies and frameworks. Our priorities:

- Engaging meaningful diversities of interests & participants in our dialogues.
- Creating additional modes and venues to include, beyond our participants, relevant voices and perspectives not traditionally heard.
- Identifying and elevating the racial implications of issues we seek to resolve.

Guiding DEI Principles

1. **Human Dignity.** *Convergence embraces DEI as a pathway to treat each person with the respect, dignity and fairness we all deserve.*
 - We know that bias and prejudice are inescapable even when unintended; however, lack of intention does not lessen the impact of biased actions.
 - Actions or behavior that reflect bias against groups have no place in Convergence.
 - We will design systems to lessen the frequency and impact of biased behavior.
 - We will take extra effort to appropriately include and center the voices and experiences of those who historically experience discrimination.
2. **Enterprise-wide Commitment.** *Across Convergence's operations and programs, we will attend to DEI with consistency and dedication.*
 - Effective DEI supports our organizational success and programmatic impact.
 - We speak openly about our DEI commitments.
3. **Openness & Humility.** *The personal and professional commitment of each of us is necessary.*
 - We foster belonging by listening to and understanding others' perspectives.
 - We welcome each person to bring their full and authentic selves to Convergence.
 - With curious minds and generous hearts, each of us welcomes and gives input without judgment, criticism, or fear of consequence.
 - None of us has all the answers – we continuously seek to learn and improve.
4. **Intentionality and Accountability.** *Continuous attention and effort drive results.*

- It takes effort to build trust across divides separating well-meaning people.
- We will deliberately and consistently call out and explore connections to DEI in each activity, initiative and element of our work from beginning to end.
- What we say about DEI is less important than how we follow through.
- We will build accountability to each other and to our stakeholders for our DEI work.