

## **DIVERSITY, EQUITY, AND INCLUSION: Statement of Organizational Commitments**

Diversity, equity, and inclusion (DEI) is fundamental to our mission and our vision of a world where every person has the right to make decisions about their reproductive health and life and has equitable access to the full range of reproductive health care services and information. We recognize in our work and in our workplace that individual experience is based on multiple and intersecting identities, including but not limited to age, citizenship, class, color, culture, education, ethnicity, family status, gender identity and expression, health status or disability, income, language, national origin, partnership status, pregnancy status, race, religion, sex, and sexual orientation.

### ***Our Workplace***

We embrace these differences as an intrinsic and critical strength of our work culture, and seek to:

- Attract, develop, and retain a workforce that embodies diversity and DEI competency
- Foster a work environment that recognizes the inherent value of each individual and their capacity to contribute
- Ensure that everyone is held to the same standards and expectations with equitable access to opportunities. Eliminate discriminatory practices and behaviors and provide accessible and constructive mechanisms for their redress.
- Understand, consider, and respect contextual differences within our own workplace, our constituencies, the communities with which we partner and collaborate, and the countries in which we operate
- Ensure equity and fairness in hiring, allocation of work, compensation, and advancement by adopting processes and standards that are transparent, well defined, and free of bias
- Promote a culture of mutual respect, belonging, and engagement for all staff through, among other things, organization-wide behaviors fostered by trainings, programming, and employee resource groups, and modeled by our senior leadership
- Hold ourselves accountable by reviewing workplace practices to ensure equal opportunities for all staff.

### ***Our Program Work***

Our DEI commitments, grounded in our human rights advocacy, are reflected in our program work and collaborations with our partners.

We use the power of law to ensure reproductive autonomy and equitable and non-discriminatory access to reproductive health services, including prenatal and obstetric care, contraception, abortion, and assisted reproduction. Our core organizational goals include establishing, defending, and enforcing, as a fundamental human right, that all people are guaranteed equal dignity and autonomy to make informed choices about their reproductive health and lives.