

# Our Commitment to Diversity, Equity, and Inclusion

At KIND, we envision a world in which children's rights and their well-being are protected, as they migrate alone in search of safety. We understand that staff experiences and identities are intertwined with how they approach, impact, and support children. We acknowledge that bias and privilege result in the marginalization of groups of people. We believe recognizing, evaluating, and challenging how systems adversely impact marginalized communities at KIND is the first step to a more diverse, equitable, and inclusive work environment.



## DEI Committee

The Diversity, Equity, and Inclusion Committee was created in 2020. Our team is comprised of a diverse group of staff members from different locations and departments. We are committed to developing a sustainable work environment where everyone has a sense of belonging.



## Partnerships

Through partnerships with DEI experts and consultants, KIND's DEI Committee has helped design DEI-specific principles and protocols to drive our work and ensure alignment across the organization.



## Resources

All staff receive training and learning opportunities topics related to building a more inclusive workplace. The DEI committee hosts activities throughout the year to engage staff and provide a sense of belonging. Supervisors and managers are provided DEI-specific learning opportunities to from hiring and managing diverse teams to valuing different perspectives, identities, and experiences.

