

Leading From Within
Equity & Inclusion Statement of Commitment
August 2021

Our Responsibility as Leaders

Leading from Within believes diversity, equity, and inclusion are essential to our mission of fostering a dynamic network of public-minded leaders who know each other, trust each other, and are better able to work together to improve our communities and address some of society's persistent challenges.

We recognize that society has created advantages for specific groups and not others. As leaders, we are responsible for understanding and changing how we make decisions that impact marginalized or disadvantaged groups in harmful ways.

We hear a vital call to advance a vision of justice, equity, and inclusion alongside our organizational mission.

Our Responsibility as an Organization

We will be responsible to keep diversity, equity, and inclusion a priority. Leading from Within is accountable for mindful practices that honor this responsibility. We acknowledge our position of privilege and will use it to advocate for meaningful and measurable standards and change in the nonprofit sector. This acknowledgment requires that every aspect of our organization reflects the diversity of the leaders who participate in our programs.

We affirm that we must think deeper and have courageous conversations that address the climate of growing intolerance and societal inequities along economic, racial, religious, and political lines. We must lean into the complexities and dynamics at the intersection of race, class, gender, sexual orientation, and disability.

We commit to learn and understand, listen and grow, and take action to address underlying issues that are barriers to the creation of equitable leadership in our region.

Our Responsibility as a Sector

As a sector, we have the power to bring people together and work to change long-standing systems that benefit some groups while marginalizing other groups. Nonprofit organizations can play a unique and critical role in bridging these divides and brokering solutions by recognizing that racial and other systemic inequities impede our ability to create a healthy community for all.

Leading From Within recognizes its ability to influence the social sector and develop community members – offering tools and resources to support leaders' work to be more intentional about building inclusive cultures within their organizations and the broader sector, and expanding their capacity to address growing social needs and opportunities.

This is our pledge to our network, our community, and our team.