



## GIRLS GROUP MISSION STATEMENT

Girls Group empowers young women to achieve emotional and economic self-sufficiency by ensuring they graduate from high school and begin their college or career journeys.

- Programming spans middle school, high school, and continues through college and careers.
- Participants are mentored by experienced staff and interns.
- Year-round comprehensive programming focuses on academic readiness, social/emotional life skills, financial education, and community service.

## GIRLS GROUP DIVERSITY, EQUITY, AND INCLUSION MISSION STATEMENT

We know that representation matters, and Girls Group is committed to developing a diverse workforce that reflects the young women we serve. We believe that advancing a culture of diversity, equity, and inclusion will build a better future for all members of Girls Group. We strive to approach daily work with humility, curiosity, and authentic engagement.

**Acknowledgment:** We acknowledge systemic racism and commit to implementing processes to upend it. We start from a place where everyone must understand and acknowledge that systemic racism is a system of structuring opportunity and assigns value based on the social interpretation of physical characteristics (such as skin color), in a way that unfairly disadvantages some individuals and communities while benefiting others. We will create safe spaces for people of color and white people to acknowledge the emotional toll of bias, discrimination, and racism on people of color, and to engage in honest conversation, learning, and healing.

*We value diversity and celebrate the contributions of people of all backgrounds, experiences, ideas, thoughts, values, and beliefs: Girls Group does not discriminate on the basis of sex, sexual orientation, gender identity or expression, race, color, national origin, disability, age, religion, faith, spirituality, marital or parental status, height, weight, veteran status, or any other category protected by applicable federal, state, and local law.*

**Defining Diversity, Equity, and Inclusion:** Diversity, equity, and inclusion is a term used to describe policies and programs that promote the representation and participation of different groups of individuals. DEI encompasses people of different ages, races, ethnicities, abilities, disabilities, genders, religions, cultures, and sexual orientations. Source: <https://diversity.umich.edu/about/defining-dei/>



**Girls Group**  
Building a better future  
one girl at a time

**“Diversity is when everyone is invited to the party,  
Equity is when everyone gets to contribute to the playlist,  
and Inclusion is when everyone has the opportunity to dance.” – Verna Myers**