



GIRLS GROUP DEI THEORY, PHILOSOPHY, AND COMMITMENT

Girls Group is a diverse group of people who care about empowerment, social justice, equity, and coming together to make a collective and lasting impact. This is the heart and soul of who we are.

Girls Group promotes DEI through collective accountability—the belief that even if we did not personally cause harm, we all have the responsibility to address and repair the harm.

At Girls Group, DEI learning is ongoing, and embedded in the learning philosophy. Priorities include:

- Building and strengthening new skills and competencies
- Creating culturally-inclusive environments where people can talk productively about DEI
- Analyzing, implementing, and advocating for equity and inclusivity
- Developing equitable systems internally and externally
- Fostering capacity to create, critically organizational norms, policies, and practices

As we think about diversity, equity, and inclusion (DEI) when we enter into community with each other, we commit to:

- Act with curiosity, humility, empathy, and active listening
- Honor each of our stories
- Acknowledge and repair harm
- Be present for each other, with open hearts and open minds
- Strive for connection and empathetic action in every moment
- Hold grace and space for mistakes
- Face our fears and name them



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**