

COMMITMENT - OLC is committed to the following principles and actions:

1. To foster a work environment where the inherent worth and dignity of all people are recognized.
2. To be inclusive of all intellectual and creative resources amongst us, in our personal and professional relationships, within our local community; and in those communities where our work takes us
3. To embrace the opportunities and benefits that diversity in the workplace offers.
4. To understand that "Diversity" encompasses a range of
 - Human differences, such as race, age, gender, gender identity, sexual orientation, ethnicity, physical disabilities, appearance, historically underutilized and disadvantaged persons
 - Social identities such as culture, religion, marital status, socio-economic status, lifestyle, education, parental status, geographic background, language ability, and veteran status.
5. To develop diversity, inclusion, and cultural competency throughout all aspects of our operational efforts.
6. To design a better, more just world by supporting causes that have a direct impact on the lives and futures of children and youth in our local community.
7. To take a stand for **Justice, Equity, Diversity, and Inclusion (JEDI)**.

GOAL #1 - Build OLC's ability to carry out these commitments with an effective and long-range plan.

Tasks	Key Qualities	Recurrence
<ul style="list-style-type: none"> • Create and nurture OLC's Justice, Equity, Diversity, and Inclusion group (JEDI Taskforce) • Assess competency of staff regularly • Design tools for increasing inclusivity • Implement a Diversity and Inclusiveness Plan • Communicate, educate, promote, awareness of this goal, inwardly and outwardly • Measure progress and outcomes 	Persistent Actionable Accountable Respectful Appropriate Assessable Celebratory	JEDI Monthly Staff Quarterly Comm Weekly Plan Yearly Metric Quarterly

GOAL #2 - Pursue opportunities to engage with diverse, minority and women-owned firms and individuals.

Tasks	Key Qualities	Recurrence
<ul style="list-style-type: none"> • Maintain current professional relationships and new teaming opportunities • Implement a Recruitment, Hiring and Retention Plan • Seek opportunities for mentoring • Seek opportunities for business development • Measure progress and outcomes 	Persistent Meaningful Collaborative Engaged Assessable	Comm Weekly Plan Yearly Metric Quarterly

GOAL #3 – Select, support, and engage with local groups that align with these commitments.

Tasks	Key Qualities	Recurrence
<ul style="list-style-type: none"> • Budget and contribute financially • Volunteer (min 33% of volunteer hours) • Offer mentorships/internships for students • Publicize these groups and their causes • Engage and act in the long-term • Measure progress and outcomes 	Persistent Meaningful Respectful Timely Personal Assessable	Comm Weekly Budget Yearly Metric Quarterly

Groups selected for 2020: [Sun Valley Youth Center](#) *Cause: Empowering youth and community in the Sun Valley neighborhood.*
[Girls Inc. of Metro Denver](#) *Inspiring all girls to be strong, smart, and bold.*
[SIMS-FAYOLA Foundation](#) *Improving the lives of young men and boys of color.*

GOAL #4 - Set expectations and goals for interaction with others as a firm and as individuals.

Expected of all of us:	Encouraged outside our walls:
<ul style="list-style-type: none"> • Encourage and support each other • Recognize and mitigate unconscious bias • Seek diverse perspectives • Consider multiple pathways to success • Respect people of all backgrounds and experiences 	<ul style="list-style-type: none"> • Listen to marginalized voices • Have an open heart and mind • Be an ally • Call out injustice • Support organizations working to dismantle racism