

Friends of Leaps and Bounds Pediatric Therapy Diversity, Equity, and Inclusion Policy

At Friends of Leaps and Bounds Pediatric Therapy (FOLB) a diverse, inclusive, and equitable environment is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for engagement, employment, and advancement in all our endeavors. We respect and value diverse life experiences and heritages and consistently strive to ensure that all voices are valued and heard.

We are committed actively pursuing diversity and inclusion and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, FOLB strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our stakeholders and the communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually monitor progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Challenge assumptions about what it takes to be a leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication.
- Commit time and resources to develop diverse leadership within our board, staff, committees, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

FOLB abides by the following action items to help promote diversity and inclusion in our workplace and charitable endeavors:

- Pursue cultural competency throughout our organization by seeking learning opportunities and formal, transparent policies.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society.
- Develop a system for being more intentional and conscious of bias during FOLB activities and practices.
- Continuously challenge systems and policies that create inequity, oppression, and disparity.