

## **Room 214 DEI Statement**

As a growth studio, our values are centered on acting out of love not fear, curiosity, leading with humility, and doing our best. We are passionate about fostering a culture of belonging and innovation, growing our people, and amplifying diverse voices in our work.

We strive to create equitable systems reflecting all communities and to be a place where everyone can show up authentically.

## **Room 214 DEI Definitions**

**Diversity = all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another,**” including identity markers such as race, ethnicity, gender, disability, sexual orientation, religion, and more. It also takes intersectional (race, sexual orientation, gender identity, nationality, disability) diversity into account, when people’s identity is made of a number of underrepresented identities.

**Equity = fair treatment, access, opportunity, and advancement for all employees, while striving to identify and eliminate barriers preventing full participation of some groups.** This includes equal distribution of resources attributed to justice and fairness.

**Inclusion = environments in which everyone feels welcomed, respected, supported, and valued to fully participate.** An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. Inclusion goes beyond diversity because once you have a diverse staff, organizations must focus on retention. **Diversity is being invited to the party; inclusion is being asked to dance.**