



**Inclusive  
Development  
International**

## **Our Commitment to Justice, Equity, Diversity and Inclusion**

Inclusive Development International considers justice, equity, diversity and inclusion within our organization as mission critical.

We know that having diverse perspectives informed by different socioeconomic and cultural backgrounds, genders and other lived experiences on our team make us more effective advocates for human rights, and economic, social and environmental justice worldwide.

As we grow, we aim to recruit and retain board members, staff and leadership team members that increasingly reflect the diversity of the communities we serve.

We are committed to building and maintaining an inclusive culture, especially in our remote work environment, where every employee is treated respectfully and feels that they are valued, that they are heard, and that they belong.

We are committed to maintaining 100% base pay equity between employees in similar roles and markets and to accommodating the needs of staff through flexible work arrangements where it does not jeopardize our mission-driven work.

We are committed to embedding the values of justice, equity, diversity and inclusion throughout our work and to holding ourselves accountable to these commitments.