



TCRP DEI Committee Purpose Statement:

TCRP's mission is best served when our organizational culture, values, norms and behaviors reflect our commitment to building and sustaining diversity, equity, and inclusion. The purpose of this committee is to critique, improve, and promote TCRP's internal efforts to ensure people of all backgrounds can thrive at work and beyond, with a specific focus on addressing white supremacy and economic inequality. To do so, the committee will focus on reviewing all TCRP policies with a DEI lens, hiring diverse staff, eliminating workplace barriers caused by bias, and serving as a safe vehicle for all non-committee members to provide suggestions and challenges to the committee's efforts and TCRP as a whole.

Diversity: Seeing and accepting, without bias, all human characteristics, experiences and identities that make us unique as individuals and members of cultures and communities

Equity: Discovering, creating and providing what is required, requested and measured by each human to feel equal

Inclusion: Ensuring everyone is invited to contribute, be seen, be heard, feel valued and be counted in a way that is safe and makes sense for them

TCRP DEI Committee Focus

- Reviewing all TCRP policies that relate to subjects of DEI and making recommendations for change and implementation where appropriate and necessary.
- Create proposals, policies and best practices for hiring, retaining, and interacting with employees, contractors, clients, and potential TCRP staff from diverse backgrounds.
- Actively promoting DEI initiatives and supporting all staff, who participate in such activities.
- Intentionally inviting all staff member's work experiences, whether it be anonymous or otherwise, to ensure we eliminate workplace barriers



caused by any type of bias. The DEI will review and offer suggestions to management based on the feedback.

- Continually review literature and other research to make certain that TCRP remains on the cutting edge of nationwide DEI initiatives.