

Girls on the Run International

Inclusion, Diversity, Equity and Access (IDEA) Strategic Imperatives

March 2021

Foreword:

The vision of Girls on the Run is a world where all girls know and activate their limitless potential. We believe in the dignity and humanity of all people and in July of 2020 made the intentional decision to deepen our ongoing commitment to inclusion, diversity, equity and access (IDEA). This included the creation of an IDEA Commission to support the development of IDEA strategic imperatives to guide the collective organization's efforts. Over 70 people from across the Girls on the Run national network applied to be part of the commission and 17 diverse individuals were appointed as members. The IDEA Commission convened in October 2020 and met monthly to develop the IDEA strategic imperatives presented in this document. Their work included meetings with over 80 organizational stakeholders and leaders to test assumptions, elicit feedback and acquire diverse perspective of thought.

The IDEA strategic imperatives work within and alongside our organizational strategic map. They communicate our collective organizational intent and are a framework to unite everyone within the Girls on the Run movement. All Girls on the Run councils are encouraged to use the imperatives to create tactics that enable them to be more inclusive, diverse, equitable and accessible within their respective communities. Girls on the Run International is committed to creating tactics, outcomes and evaluation measures that will further the organization's progress as well.

IDEA Statement: At Girls on the Run, our core values guide our way. We are deepening our ongoing and continual commitment to building a world where every person can know and activate their limitless potential. We value the dignity and humanity of all people and are dedicated to being an inclusive, diverse, equitable and accessible organization.

IDEA Goals:

- 1) **Inclusive:** Girls on the Run is a place of belonging and authentically engages, affirms, and values all people across the Girls on the Run movement
- 2) **Diverse:** The Girls on the Run movement mirrors the communities it serves. People of all races, ethnicities, thinking styles, with and without abilities, generations, social roles, income levels, sexual orientation, gender identity, educational levels, and religions are represented and serve as active stakeholders in our organization.
- 3) **Equitable:** Girls on the Run is a place where systemic disparities associated with societal advantages are acknowledged and addressed. Our policies and practices ensure everyone can activate their limitless potential.
- 4) **Accessible:** Everyone can fully participate in Girls on the Run programming, retrieve and utilize resources and contribute through volunteer and employment opportunities.

IDEA Strategic Imperatives:

Inclusive:

- All participants will have a meaningful and engaging experience with our program
- Clearly define and publicize the organization's commitment and progress toward meeting IDEA goals
- Intentionally build structures that encourage intersectionality within leadership positions
- Develop and execute strategies to actively include diverse perspectives and share power in decision making processes at all levels of the organization

- Effectively communicate how our organization invites, represents, and understands diverse participant and stakeholder experiences through a continuous improvement framework
- Conduct outreach to engage diverse communities in the organization's work
- Create HR policies and resources to reinforce an inclusive, supportive, and safe working environment

Diverse:

- Deepen perspective of thought by ensuring that board, staff, and volunteers represent the diversity of the communities we serve
- Cultivate, ally, and steward relationships with local and national organizations that represent and amplify diverse communities
- Assess barriers to participation within current curriculum and delivery models
- Use disaggregated data to set IDEA goals and measure progress while honoring the process and celebrating the collective experience
- Ensure coaches have the necessary resources to meaningfully facilitate Girls on the Run programming to diverse audiences

Equitable:

- Develop critical consciousness and expand awareness of IDEA issues among board, staff and volunteers through continuous learning opportunities
- Review and develop all organizational policies through an IDEA lens
- Review current and future vendor selection and relationships; establish vendor selection policies with an IDEA perspective
- Evaluate and update fund development strategies and resources to ensure community centric focus

Accessible:

- Seek and secure funding from sponsors/grantors to advance IDEA strategies and outcomes
- Review resource allocation and invest in strategies that increase full and engaged participation in all areas of the organization (programming, volunteerism, employment)
- Raise awareness about existing accessibility efforts and opportunities for IDEA
- Assess and eliminate barriers to participation within the Girls on the Run movement