

## Diversity, Equity and Inclusion Statement

Brighter Horizon Foundation is committed to creating an environment that is diverse, inclusive, and equitable where all staff, clients, partners, vendors, and board members are treated with respect and dignity.

For the purposes of this statement, diversity refers to race, gender, ethnicity, nationality, religion, sexual identity, familial status, age, disability and socio-economic status. Inclusion is valuing, respecting, and encouraging the full participation of each individual in the life and leadership of the organization. Equity is a process that ensures all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socio-economic inequities. We are an organization that celebrates the rich diversity of Philadelphia region and the tri state (New Jersey and Delaware) community.

We will not tolerate discrimination, biases, harassment, or bullying of any kind. As an organization and Board of Directors, we agree to be guided by these principles and pledge that they will be reflected in our vision, mission, strategic planning, programming, governance, and board composition. Our commitment to diversity, equity, and inclusion extends to our staff, our students, and programs we develop and support.

**BRIGHTER  
HORIZON**

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