



JEDI Intentionality Statement

June 2023

At Big Brothers Big Sisters Independence (BBBSI), we are driven by our unwavering commitment to **Justice, Equity, Diversity, and Inclusion (JEDI)**. We believe that every child, regardless of their background or circumstance, deserves an equal opportunity to thrive, succeed, and be celebrated for who they are. We understand that a diverse and inclusive society is not only a moral imperative but also the foundation for building strong, resilient communities.

JEDI is at the heart of our mission. We recognize that systemic inequalities persist and impact the lives of the youth we serve, as well as the organizations and constituents we serve through MENTOR Independence Region. Therefore, we are intentional in our efforts to address these inequities head-on. We strive to create an environment that celebrates the unique identities, experiences, and perspectives of all individuals, ensuring that no one is left behind or unheard.

JUSTICE is the cornerstone of our work. We advocate for fairness, social justice, and equal access to opportunities. We are committed to dismantling systemic barriers and biases that hinder the progress of marginalized communities. By fostering a sense of justice, we empower our youth to become advocates for change in their own lives and in society.

EQUITY is the driving force behind our programs and initiatives. We recognize that each child has different needs, and we work tirelessly to ensure that resources and support are distributed equitably. We aim to bridge the opportunity gap by providing access to mentorship, educational resources, and enrichment activities that promote personal growth and development.

DIVERSITY is celebrated and embraced in every aspect of our organization. We believe that diversity strengthens our communities and enriches the lives of our youth. We actively seek to engage mentors, volunteers, staff, and board members who represent a wide array of backgrounds, cultures, and experiences. This includes all the ways in which people differ, and encompasses the different characteristics that make one individual or group different from another.

INCLUSION is the catalyst for positive change. We strive to create a culture of belonging where everyone feels valued, respected, and empowered. We actively challenge discriminatory practices and biases, both within our organization and in society. Through open dialogue, education, and collaboration, we cultivate an inclusive environment that embraces differences, promotes empathy, and fosters a sense of belonging for all. By fostering an inclusive environment, we create a safe space where individuals can authentically be themselves and celebrate their unique identities.

We understand that true change requires continuous self-reflection, learning, and growth. We are committed to engaging in ongoing dialogue with our stakeholders, including youth, families, volunteers, and community partners, to ensure that our practices are informed, responsive, and aligned with their needs and aspirations.

We invite you to join us on this transformative journey. Together, we can create a future where every child has the opportunity to reach their full potential and thrive in a world that celebrates their unique gifts and talents.