



DIVERSITY, EQUITY, AND INCLUSION STATEMENT

WHO WE ARE

Pro bono service, the donation of professional services to social change organizations, has been a vital partner in many of the key social movements in our nation's last 75 years. Since our founding in 2001, Taproot Foundation has sought to drive social change by leading, mobilizing, and engaging highly skilled professionals in pro bono service. We envision one day when all organizations with promising solutions will be effectively equipped with the necessary resources to successfully take on urgent social challenges. The Taproot community is made up of pro bono consultants, partner nonprofit organizations, community members, supporters, and our staff (who we affectionately call 'Roots'). Together we are part of a larger pro bono movement for social change.

OUR COMMITMENT

We commit to growing our Taproot community into one that is increasingly diverse of background, identity, and experience. We recognize that solving the social problems of today and tomorrow will require the audacious efforts of a movement of people who are as diverse in every respect as our world in general, and each of the regions we partner with in particular. The diversity of the Taproot community gives us an advantage in driving innovative, sustainable, and community-centered solutions to civic challenges. Our commitment demonstrates our unified belief that every individual has the potential to be of great service, and our conviction that the differences found across the Taproot community, are one of our greatest strengths.

We commit to cultivating an inclusive environment for our pro bono consultants, partners, supporters, and staff to ensure that each member of the Taproot community is able to bring their whole self and the fullness of their expertise, experiences, and perspectives to bear in this movement. We also recognize that equipping organizations to have their intended impact on critical issues will require the full and active participation of our diverse community of talented and committed individuals. The inclusiveness of the Taproot community enables each member to have their greatest impact and experience the most fulfillment through their service.

We commit to working across the Taproot community to view our workplace and the challenges the community seeks to solve through an equity lens. We commit to integrating equitable practices into our programs, policies, and culture such that the entire Taproot community can participate under the promise of equal opportunity and fair recognition. We recognize that past and current injustices both in the workplace and toward socially, politically, and economically excluded groups call for a remedy to biases and unfair practices. Therefore, equity is at the cornerstone of our efforts.

OUR ACTIONS

Our commitment to diversity, equity and inclusiveness not only complements our organizational values of pragmatic optimism, impact orientation, playful professionalism, and progress; it defines who we are and encompasses the way we work. At Taproot, we believe we all share the responsibility to ensure we live up to our commitments to diversity, inclusiveness, and equity. We encourage all members of the Taproot community: pro bono consultants, partners, supporters, and staff, to actively embrace these principles in all that we do, to allow Taproot to be a great place to work and serve, and to ensure our collective efforts are of the greatest possible service to organizations working to improve society.