

Mission: Our goal is to develop a stronger, higher impact nonprofit community in Boston by engaging young talent and their organizations in professional development and human capital management practices.

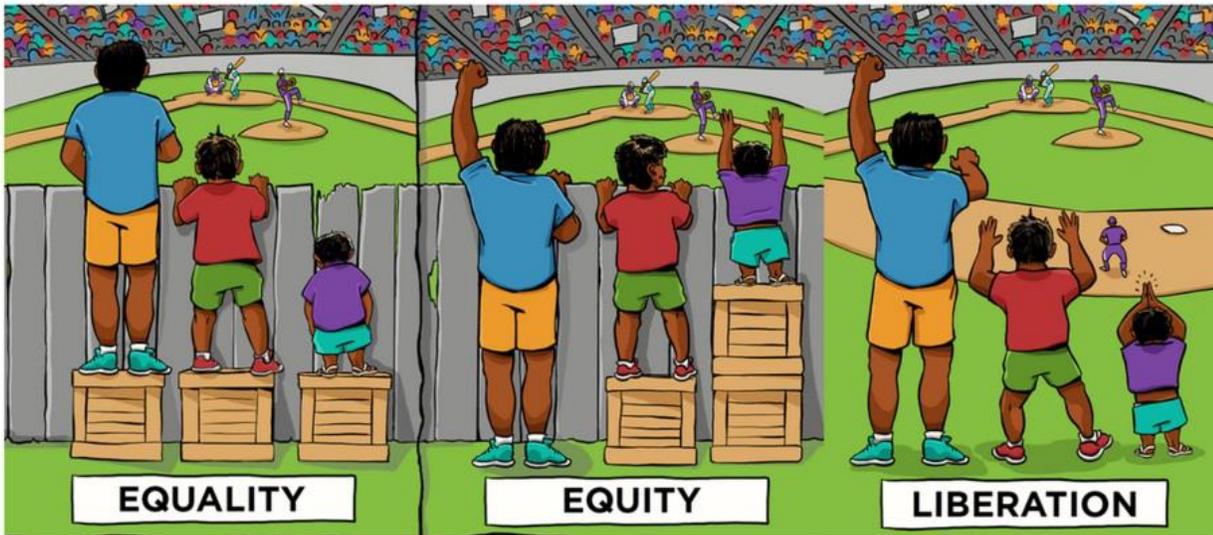
Vision: Our vision is that one day, Boston's nonprofit community (where individuals and organizations are working together) will have a continuous pipeline of diverse, highly engaged individuals who help to realize the sector's full potential for impact.

We believe that bringing about the change we want to see in the world begins with how we, as an organization, engage with and uplift one another and our members through equitable policies, practices, and norms. It is crucial that the YNPN Boston Leadership Team reflect the demographics of the Greater Boston Area to bring a breadth of cultural, social, and professional perspectives to solve some of our communities' most complex issues.

Equity, Diversity, and Inclusion (EDI) is a core value of YNPN Boston.

- **It is central to our mission.** When a nonprofit's staff is diverse, they serve their clients with more cultural competency and [perform better](#) than when an organization is homogenous. Most YNPN Boston Leadership Team members work for a population that differs from the populations we identify with, so it's crucial that we are able to consider how our own perspectives and biases impact our work, and learn how to actively seek out and learn from the voices of others.
- **It is central to our vision.** Currently, systemic and interpersonal biases give unmerited privilege to members of dominant groups in various social categories, including race, socioeconomic status, sexual orientation, education, gender identity, ability, nationality, etc. As future leaders in the sector, YNPN Boston Leadership Team need the awareness, tools, and training to: 1) identify the importance of EDI, 2) understand how their own multiple identities fit into the current power structure and EDI work, and 3) foster EDI in their current and future workplaces to help the sector reach its full potential for impact by actively engaging *all* parts of the talent pipeline.
- **It is central to our values.** Even if the numbers couldn't prove a direct business benefit to EDI, it would still be the right thing to do. Social justice and equity are at the core of the nonprofit sector, so we need to reflect EDI values within our own organization.

Definition



The following definitions are based on the definitions used by [Independent Sector](#).

- **Equity is the *act* of developing fair systems, procedures, and resource distribution mechanisms to create equitable (not equal - see graphic) opportunity for all people**, with a focus on eliminating barriers that have prevented the full participation of historically and currently oppressed groups. Equity is not a one-size-fits-all model, and is not about being difference-blind, but rather about actively engaging with difference and eliminating barriers to opportunity.
- **Diversity is the recognition that all of the ways in which people differ create crucial diversity of thought, ideas, perspectives, and values.** These identity categories are both visible and invisible, including but not limited to race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, gender identity, socioeconomic status, education, marital status, and language. We also recognize that individuals are affiliated with multiple identities, both seen and unseen, and experience those identities differently.
- **Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.** An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people, allowing everyone to bring their full, authentic selves to their work.

In all of these definitions, YNPN Boston actively centers social justice. Our goal is not to simply have an *equal* number of all types of people, but rather to prioritize the inclusion of historically and currently oppressed individuals and groups into decision-making roles. A diverse team, equitable policies, and inclusive practices will allow all perspectives to be heard which will, in turn, allow us to serve all members better.

YNPN Boston EDI Vision

This document creates a shared understanding of how we as an organization want to shape our future together. This is meant to be a long-term, living document. Not every item will be achievable in the short-term, but this will serve as a compass as we make strides towards this ideal.

- **Full and equal access to our leadership team opportunities**
 - The application is accessible and does not implicitly or explicitly preference experiences, educational credentials, or personality characteristics that are unrelated to performing the job.
 - Role expectations and organizational norms are accessible.
 - Remote participation options for folks with nontraditional working hours, folks with disabilities or chronic illnesses, and caretakers.
 - Budget available for supplies needed to successfully perform roles (business cards, team supplies, printing budget, etc.)
 - The expectation of an annual gift is never a barrier to applying.
 - An intentional, explicitly inclusive environment is established through organizational norms, regular education opportunities, and a commitment to measuring the impact and progress of our actions.
 - The Board and Ambassadors reflect the diversity of the Greater Boston community, and bring a breadth of cultural, social, and professional perspectives to solve some of our communities' most complex issues. Diverse leaders are not only recruited, but also retained.
 - All organization decisions center EDI, instead of seeing EDI as a separate strategic focus.
- **Full and equal access to our services (blog, events, listserv, membership, social media, website)**
 - Online and event content feature diverse voices, so that everyone sees their experiences and identities reflected in our content.
 - The website and event venues are accessible for people with disabilities, and programs are regularly held in underserved, T-accessible neighborhoods.
 - Membership model centers access for low-income leaders and organizations.
 - Commitment to measuring progress towards this goal year-to-year.
- **Bold and active participation in the public conversation about justice, as it relates to the work and members of YNPN Boston**
 - Online content and in-person events directly address current events that create systemic barriers to specific groups of people, such as police violence.
 - Online content and in-person events directly address policies and practices that create systemic barriers to our sector, such as low wages and implicit bias.
 - Regular blog posts to share what is and isn't working in our own EDI journey, and to share and ask for resources.
 - YNPN Boston Leadership Team members have the tools and vocabulary to: 1) be able to understand the importance of EDI in YNPN Boston's work and 2) be able to advance EDI priorities in their workplace.