

OUR COMMITMENT TO DEIB

THIS COMPILATION OUTLINES THE EFFORTS OF IMPACT AUSTIN RELATED TO THE VALUES OF DIVERSITY, EQUITY, INCLUSION, AND BELONGING

Impact Austin acknowledges inequities such as racism, sexism, and classism cause real harm in our communities. As our responsibility:

We are committed to fostering diversity, equity, inclusion, and belonging in all of our programming and practices.

We pledge to continue offering meaningful learning opportunities for our members, partners, and community that aim to both illuminate and reduce inequities.

We recognize that our commitment to DEIB strengthens our relationships, enhances our impact, and helps us serve our mission of making a long-lasting difference through strong relationships and the power of collective giving.

How Impact Austin Applies DEIB

Strategic Goal Alignment

- Reaffirming commitment to DEIB
- Our new membership model was launched that welcomes diverse voices and involvement
- Our unrestricted grants allow community partners to lead

Grant Review Committee (GRG) Education

- Grant Review Committee members receive ongoing training to evaluate proposals through an equity lens and reduce implicit bias in decision-making.
- GRG Kickoff Event: Each includes a conversation about DEIB that reflects how bias and systemic inequities might affect grant application evaluation.

Signature Events

- Discovery Day: Annual event features insightful presentations and panel discussions that dive deep into critical community needs in Central Texas.
- Annual Meeting: Each year it reaffirms our commitment to DEIB and is an inspiring evening of friendship, learning, and organizational updates.
- Town Hall: Since 2009, has been an Impact Austin traditional evening of friendship, learning, and organizational updates.

Partnership with Other Committees

- Board members endorse definitions and continue the implementation of DEIB.



DEIB DEFINITIONS

The following definitions are designed to guide Impact Austin's operational and intentional goals around these key focus areas.

Diversity includes all the ways in which people differ, both visibly and invisibly to others. It encompasses the varied characteristics that make one individual or group unique. We embrace a broad definition of diversity that includes, but is not limited to, race, ethnicity, age, national origin, religion, ability, sexual orientation, gender identity, socioeconomic status, education, marital status, language, physical appearance, and lived experiences, as well as the intersectionality among these.

Equity is the fair treatment, access, opportunity, and advancement for all people. Equity is not synonymous with equality. Equity is distribution of resources based on what each person needs in order to adequately level the playing field. Equity is an ongoing process, requiring us to identify and overcome intentional and unintentional barriers arising from bias or systemic racism.

Inclusion is the act of creating actively anti-racist, safe environments in which any individual or group can feel welcomed, respected, supported, heard, and valued to fully participate in all aspects of the organization and show up as their authentic selves. An inclusive and welcoming climate embraces differences and offers respect in words and actions. It's important to note that while an inclusive group is by definition diverse, a diverse group isn't always inclusive. Being inclusive includes acknowledging and identifying unconscious/implicit bias.

Belonging is when an individual feels accepted and included; when they can fully engage, safely share their ideas, and trust they will be valued. We are on a journey to intentionally create a sense of belonging for all our members, so that they feel our programs, people, partners, and more are relevant and applicable to them.

Interested in being part of Impact Austin's meaningful DEIB work? We invite you to join us.