

## Urban Initiatives' Unity Statement

Urban Initiatives is uncompromisingly committed to our mission: empower Chicago's youth to become community leaders through academic success, healthy living, and social-emotional learning. Urban Initiatives invites diverse stakeholders who care about this mission to join the team. Participation on the Urban Initiatives team is elective.

Our work is grounded in three core beliefs that are critical to the successful delivery of our mission:

- We believe in the dignity of each and every person
- We believe we can all play a role in supporting a vibrant and thriving city
- We believe a diverse team makes us stronger and more effective, and that building unity in diversity is the way to break down barriers and to create more equitable distribution of opportunities

Combining the power of sport and play with intentionality in working toward anti-racism and anti-oppressive transformation, we make these beliefs actionable. This approach enables Urban Initiatives to build positive relationships in our programs, to validate and engage every individual, and to build a fun and inclusive environment with diverse stakeholders.

Our commitment to unity is essential to who we are as an organization. Urban Initiatives expects that every member of the Urban Initiatives team will:

- Align around our mission and our core beliefs
- Commit to trusting the intentions of others and inviting direct and open conversation when greater understanding of others' intentions or the impact of their words or actions is needed
- Empower youth by addressing accessibility and opportunity gaps
- Embrace the role team members have in educating all stakeholders about community assets
- Embrace Urban Initiatives' positive influence to promote and practice unity, to strengthen the social fabric of our city, and to achieve our mission

## Urban Initiatives' DEI Statement

Urban Initiatives values Diversity, Equity, and Inclusion as critical to our success. Our goal is to build a more unified Chicago, both in our internal and external practices. As an organization, we aim to be as thoughtful as possible about respecting the dignity, perspectives, and impact of all people. We prioritize continual learning and thoughtful adaptation of our practices and policies. Urban Initiatives believes that Diversity, Equity, and Inclusion are necessary to build a positive culture and best support each other in our efforts to intentionally work toward anti-oppressive transformation.

Urban Initiatives wants people to feel safe and courageous when introducing outlooks, perspectives, and perceptions — whether coming from sources of personal identity (race, religion, color, creed, age, sex, national origin, veteran status, disability, marital status, sexual orientation, gender identity, gender expression, etc.) or from positioning and experience in the organization (title, department, etc.) — that will support our Diversity, Equity, and Inclusion efforts. Urban Initiatives invites you to support the improvement of the organization by bringing your questions, concerns, and feedback into productive conversation. Please share your thoughts or feedback at any time by doing any one or more of the following:

- Scheduling a meeting with or emailing [brendan@urbaninitiatives.org](mailto:brendan@urbaninitiatives.org) or [julie@urbaninitiatives.org](mailto:julie@urbaninitiatives.org) for prompt review by organizational leadership
- Scheduling a conversation or review with our DEI Committee by emailing [dei@urbaninitiatives.org](mailto:dei@urbaninitiatives.org)