Diversity, Equity and Inclusion (DEI) Agreement

As the contractual agent for the LIFT applicant organization (Name of Organization Here),

I (Name of Authorized Agent Here), hereby agree to commit our organization to the following diversity, equity and inclusionary ideals and standards:

- Develop a communication strategy to inform diverse populations of the organization's activities and invite them to participate.
- Work to build effective informal partnerships with organizations and leaders representing communities and populations facing disparities.
- Develop formal partnership agreements with organizations representing communities and populations facing disparities.
- Share resources with partners from communities and populations facing disparities.
- Work to engage communities and populations facing disparities in the organization's decisions (e.g. board, committees, advisory groups, community listening sessions, etc.).
- Develop strategies to remove barriers and create opportunities to participation of communities and population facing disparities (e.g. time and location of meetings, availability of childcare, meeting style, stipends, language, etc.).
- Develop and implement strategies to increase workforce diversity (e.g. recruitment and interviewing processes, retention strategies, professional development, etc.).
- Review organizational contracting policies, vendor selection, resource allocation, etc. from a DEI perspective.
- Increase contracting or procurement opportunities for Minority, Women and Emerging Small Businesses.
- Develop strategies to actively include diverse staff and board in decision-making processes.
- Create DEI staff and management accountability mechanisms (e.g. incorporate DEI into staff work plans, incorporate DEI into performance evaluations, etc.).

By my signature below, I commit our organization to this DEI agreement.

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(Authorized Agent Signature) (Date)