



Diversity, Equity, and Inclusion Statement for Big Brothers Big Sisters of San Diego County

Big Brothers Big Sisters of San Diego County believes that diversity, equity and inclusion are essential parts of our mission to defend potential for kids in our community. We strive to embrace true representation in our brand, diversity of people and perspectives, and inclusion in all areas of our organization so we can make a generational impact on our community through life-changing friendships.

Big Brothers Big Sisters (BBBS) San Diego is an Equal Employment Opportunity employer and considers all applicants for employment without regard to race, color, religion, sex, gender identity, gender expression, sexual orientation, national origin, age, handicap or disability, or status as a Vietnam-era or special disabled veteran in accordance with state and federal law.

We are committed to:

- Carrying out our mission of matching Bigs and Littles in long term, life-changing friendships.
- Continuing to bridge gaps and bring people of different backgrounds together.
- Supporting Matches with conversations, education, resources, and training from the moment of acceptance into the program until the conclusion of the Match.
- Welcoming and including volunteers and children of all races, gender identities and sexual orientations into our program.
- Taking responsibility, as the BBBS of SDC Leadership Team and entire staff, to be intentional about infusing and prioritizing DEI in all areas of our work and service delivery.
- Regularly seek out new perspectives on our DEI efforts through our monthly JEDI (Justice, Equity, Diversity & Inclusion) special guests and group discussions.
- Intentionally and strategically recruit and promote diverse staff and board members.
- Continue to provide a confidential way for staff to express concerns.
- Commit to diverse representation and inclusion in marketing materials through feedback, inclusive design, and ongoing evaluation.
- Ensure that all volunteers are aligned with our core values through a signed job description.
- Ensure that our sponsors, partners, and donors that we work with are aware of our core values.
- Provide ongoing DEI education curriculum for staff.
- Continually review, revise and update our commitments as we continue to grow our DEI strategy.

Further DEI information and resources for youth, families, volunteers, and the community can be found on our website at <https://sdbigs.org/dei-resources/>.