



## **Every Mother, Inc. Diversity and Inclusion Statement**

Every Mother, Inc. is committed to inclusion and diversity. This means that there shall be no barriers in any activity conducted by Every Mother, Inc. on the basis of economic position, gender, race, creed, age, sexual orientation, national origin, or disability. Diversity also includes family status, life experience, religion, communication styles, geographic location, work-related skill sets and experience. All of these factors play a critical role in positively constructing expectations, experiences, and organizational behavior.

Every Mother, Inc. and its Board of Directors believe that diverse perspectives integrated into day-to-day operations and management lead to responsible and representative decision-making. Ensuring and fostering diversity among Every Mother's leadership, partners, and teams that are formed to accomplish our work is essential to our ability to fulfill our mission and values. Every Mother, Inc. engages in organizational behaviors that encourage and support inclusive diversity.

In addition, Every Mother, Inc. and its Board of Directors are committed to the principles of racial equity, which include advocating for policies, practices, and interventions that lower barriers to equity within institutions and community structures. The founding mission of Every Mother, Inc. is focused on the grounding principle that *every mother* should have access to information and support to make positive feeding decisions for her family. This means that the barriers to institutional and structural equity must be addressed to assure that access.