

# CENTER FOR RURAL AFFAIRS DIVERSITY, EQUITY, AND INCLUSION PRINCIPLES

The Center for Rural Affairs recognizes the impact of racism and inequities on rural communities. We commit to the following principles and a future where diversity, equity, and inclusion drive our work. We recognize these principles are only the first step in this journey.

We acknowledge and commit to addressing the legacy of inequality and hate sown by those who try to divide us. We join together across differences to achieve equity within our organization, our communities and throughout our work.

To support community-driven development, we prioritize community input, acknowledge the histories of underrepresented social groups, value their insights, and strive to be a reliable partner. We work with community members and partners to achieve shared goals, amplify their voices, and support their leadership.

We commit to advancing conversations on equity, inclusion, and diversity. Fulfilling the Center's mission requires stakeholder input, transparency, and responsiveness.

We strive to be an accessible organization. To achieve this, we use easily understood, inclusive, equitable, and intentional language. This includes using community-appropriate languages, gender-neutral writing, and accommodating the needs of people with disabilities.

We seek to recruit board and staff who are a part of the communities we serve and reflect the diverse demographics of rural America. We work toward creating equitable and transparent hiring and advancement.

Our fundraising efforts embody our values of diversity, equity, and inclusion. Our communications to donors and grantors reflect the diversity of rural populations.

We monitor and evaluate all levels of our organization to hold ourselves accountable to these principles. We own our mistakes, repair them, and learn from them with humility.

**“NOT EVERYTHING THAT IS FACED CAN BE CHANGED,  
BUT NOTHING CAN BE CHANGED UNTIL IT IS FACED.”**

*- James Baldwin*



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