

NHF 10 DEI Guiding Principles

We value bravery of those willing to speak up and speak out against indiscretions, inequities, and exclusion of marginalized individuals based upon race, ethnicity, age, physical and mental abilities, gender identity or sexual orientation. We choose courage over comfort in addressing bias, racism, discrimination and ignorance, and see it as an opportunity to inform, educate and advocate for our fellow co-workers.

- 1. Bias.** Among our highest priorities is to assure that individual and institutional bias do not exclude any members of our organization from full participation in all aspects of the organization's management, programs, and activities on the same basis. When we recognize our own bias, we will call it out. When we think we hear it from any employee, including our fellow senior leaders, we will respectfully ask them about it with genuine curiosity, assuming best intentions, and taking appropriate corrective action if warranted.
- 2. Centering.** We recognize that our organization includes everyone. However, we commit to centering and being particularly sensitive in our DEI work to the pain, frustration, and anger of anyone who believes, correctly or incorrectly, that he or she has been a victim of bias. We will address such situations honestly and will not respond with evasiveness or defensiveness. We will use open and accepting words to create a trusted, productive, and safe environment to address such situations constructively with the objective of improving our environment.
- 3. Transparency.** We commit to open, on-going communication to maintain an equitable and inclusive environment. We also commit to receiving and incorporating feedback when we fall short of that effort or lack clarity in our work. We agree to clearly communicate our goals and to seriously evaluate all input expressing views as to how we are performing as an organization in DEI with all staff.
- 4. Accountability.** We commit to holding ourselves and each other responsible for comments and actions that don't sit right. We will use "I" statements and verbalize our feelings of discomfort in the moment. We agree to be honest and candid in a respectful way. When bringing a concern to the group or individual, we agree to provide and/or ask for at least one option on how to change or overcome the concern.
- 5. Specificity.** We recognize that some policies and procedures may have unintended negative effects on our DEI efforts. We commit, therefore, to careful consideration of the consequences of any new policy or procedure and to evaluating existing policies and procedures in order to identify the impact of specific policies on all of our members. We also agree to be specific when we are making observations, suggestions, etc. – and not make sweeping statements "staff has told me we aren't inclusive" – and explain specifically what action was not inclusive. We will keep confidentiality if this involves an individual vs an action.
- 6. Realistic.** We acknowledge the possibility that the process to address DEI might not immediately address all challenges that our organization and employees could face, while also recognizing that those challenges may affect our ability to meet DEI goals. We also recognize that the environment outside of our work at NHF, such as systems that drive inequalities, will likely continue to evolve. We commit to being nimble in our efforts to address the most pressing needs of the current time.
- 7. Values.** We understand our values and NHF's Standards of Behavior and will work to center those Values <https://www.hemophilia.org/who-we-are/our-story/what-do-we-value> and Standards on equity and inclusion. We remain open to suggestions for changes to either value statements or standards of behavior.
- 8. Acceptance.** We acknowledge and accept that the organization that exists at the beginning of this process might be different than the one we become at the end. We welcome this journey.

9. **Empathy.** We will listen to the stories of those who might have been marginalized and will not deny their lived experiences. Their stories are not subjective. Their stories are true, and likely reflect others' experiences who are unable to be vocal or do not feel safe.

10. **Individualism.** We agree not to fall into the trap of tokenizing. We value individualism and acknowledge that one person does not represent the beliefs and actions or lived experiences of an entire group.

We welcome and encourage everyone to actively join and participate in our important efforts to make our work environment the best it can be through a genuine embracement of diversity, equity and inclusion.