



# **INTEND INDIANA**

## **DEI STRATEGIC PRIORITIES AND OBJECTIVES**

**2022-2024**

**Adopted November 3, 2022**





## VISION

Intend Indiana envisions communities where quality of life, access to housing, and economic opportunities are not determined by race, socioeconomic background, or zip code. The communities support impactful partnerships that increase access to opportunities in ways that are equitable and inclusive.

## MISSION

Intend Indiana advances comprehensive community development through innovative financing and development solutions that create and preserve affordable housing, support neighborhood revitalization efforts, and foster small business development.



## DIVERSITY, EQUITY, AND INCLUSION PHILOSOPHY

Diversity, equity, and inclusion are the foundations on which Intend Indiana is built. We commit to intentionally integrate these core values through our organizational culture as we define and implement internal and external strategic priorities. We will continue to develop and sustainably expand program services to underserved areas within and outside of Indianapolis. We will hold ourselves accountable by publicly sharing established metrics, maintaining a diverse and inclusive board and staff, and collaborating in meaningful partnerships.



## OUR CORE VALUES

### **Transparency**

openness, communication,  
and accountability

### **Empathy**

recognizing and  
acknowledging the  
experiences and  
viewpoints of others

### **Integrity**

honesty and strong  
adherence to our  
stated core values

### **Innovation**

developing creative  
approaches to how  
we address existing  
challenges

### **Inclusion**

expanding access, especially  
for those who might otherwise  
be excluded or marginalized



## **DEI STRATEGIC PRIORITY 1**

### ***Ensure a cohesive DEI-centered culture.***

- Establish an active system for regularly guiding, reviewing, and evaluating staffing, organizational oversight, policies, programs, processes, partnerships, and procurement, that delivers value to the communities Intend Indiana serves.
- Create a culture of on-going learning that enables flexibility in navigating cultural dynamics.

## **DEI STRATEGIC PRIORITY 2**

### ***Ensure accountability in DEI practice, so that the people we serve recognize themselves in Intend Indiana services.***

- Identify and gather actionable data to inform and measure results-oriented DEI strategy that includes all aspects of the organization, including staffing, Board and Committee members, organizational oversight, policies, procedures, programs, and procurement.
- Set fundamental DEI-oriented performance goals, that center around the people we serve, by comprehensively gathering key qualitative and quantitative measures, and transparently reporting performance.
- Leverage organization continuum of cultural infrastructure to define and measure DEI organizational standards and meeting behavioral DEI practice accountability.

## **DEI STRATEGIC PRIORITY 3**


### ***Grow Intend Indiana's capacity to serve diverse communities in ways that are culturally congruent and respectful.***

- Actively seek, attract, and invite diverse staff, Board members, and Committee members that reflect the dimensions of diversity of the communities we serve, to join Intend Indiana.
- Create and sustain a culture to for developing high-performing staff, Board members, and Committee members to promote an environment centered around value, respect, and engagement, allowing for exceptional participation.

## **DEI STRATEGIC PRIORITY 4**

### ***Use communication that connects to diverse audiences.***

- Develop and implement compelling DEI communication strategies that provide clear and consistent messaging that reflects and resonates with the diversity in Intend Indiana's staff, Board of Directors, Committee members, partners, service providers, and people in the communities we serve.



We are committed to fully engaging the staff, Board of Directors and committee members, suppliers and the community in ways that tap into their unique contributions. We recognize structural and systemic traditions that may have resulted in exclusion and marginalized opportunities. We work to identify and dismantle historic inequities and remove barriers that might prevent equitable engagement in seeking housing and economic opportunities. We believe that Intend Indiana is strengthened when people feel valued, contribute, and thrive. We believe that everyone benefits from the sense of belonging that comes from being a welcomed member of a community.

## **DEFINITIONS**

We value and incorporate the many experiences, differences, and perspectives of stakeholders. We believe that **Diversity** encompasses the range of similarities and differences of individuals including but not limited to, national origin, language, race, color, disability, ethnicity, gender, gender expression, age, religion and belief, sexual orientation, gender identity, socioeconomic status, veteran status, family structure, and diversity of thought, which is shaped by culture, background, experiences, and other elements.

**Equity** is the consistent, systematic, and fair treatment, access, opportunity, and advancement for all individuals, including individuals who have historically been denied such treatment. We identify and eliminate barriers that might prevent any stakeholder's equitable engagement with the organization.

**Inclusion** is engaging in activities that promote equitable access to opportunities and resources for stakeholders who might otherwise be excluded or marginalized. We believe that the organization is strengthened when stakeholders have opportunity to engage, contribute and thrive.