

EDI MINDFULNESS
CORE PRINCIPLES OF RACIAL EQUITY, DIVERSITY & INCLUSION

* **REDI PRINCIPLES** *

Purpose: Racial equity, diversity, and inclusion principles guide *how* we show up and how we engage in work to achieve universal equity, diversity, and inclusion goals more effectively.

Racial equity is an explicit but not exclusive intersectional approach to achieve equity for all. When we lead with race we are both intentional and intersectional in our approach to uproot deeply embedded systemic barriers to equality. This work is most effective when coordinated by strategic planning for structural change. The *approach* to the work is as important as the strategic planning itself. The *Core Principles of Racial Equity, Diversity, & Inclusion (REDI Principles, for short)* provides an orientation for a racial equity lens for teams to approach decision-making and culture-building.

1. Equity for All is Race Explicit	Targeted universalism led with racial equity sets universal goals for the desired outcomes while explicitly addressing deep racial disparities; targeted strategies are specific to identified needs of different, intersecting groups, not color-blind
2. REDI is DNA	Equity, diversity, and inclusion as guided by a racial equity lens are central to mission, core values, and strategy, normalized in conversation and centered in the structures of daily operations and organizational culture; it's not an independent project or siloed figurehead
3. Orient by Impact	Effective equity-oriented actions aren't measured by intention but impact, documented with a baseline of disaggregated data, and targeting upstream over downstream interventions
4. Nothing About Us Without Us	Relationship-building and power-sharing are foundational to equity in practice; transformational over transactional decision-making means those impacted share leadership; centering Black, Indigenous and intersecting marginalized identities is an asset, not a deficit
5. Accountability Activates Equity	Antiracism and equity is sustained action, not fixed labels, slogans, or optical allyship; it proactively asks: what difference are we making with and for marginalized groups? How am I accountable and to who?
6. Lead as Learners	Regardless of position we are all capable leaders and allies/accomplices within our spheres of influence when humble and open to learn in a growth mindset
7. Engage with Mindfulness	Transformational change for anti-racism and equity occurs here and now in how we show up, starting with openness to feel and process our own relationships to privilege and oppression; it's not just intellectual or individualistic; it's tuning in for authenticity

