



NATIONAL
BLEEDING DISORDERS
FOUNDATION

GUIDING PRINCIPLES



We value bravery of those willing to call out and speak out against microaggressions, inequalities, 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 classism, sexism, racism, and other forms of bias, and see it as an opportunity to inform, educate and advocate for our fellow co-workers.

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.

Accountability

- We commit to holding ourselves and each other responsible for comments and actions that are inappropriate. 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.

Adopting

- We know that courageous conversations are critical to growth and understanding. We embrace when those conversations naturally happen, but we also make an effort to ensure that seminars and trainings provide us with the ability to adopt strategies and learn through uncomfortable conversations. When necessary, we rely upon those with expertise to guide us.

Authenticity

- We acknowledge that employees will be their authentic selves, and we embrace this within professional boundaries. We will do our best to ensure that everyone is included and has a sense of belonging. Any evaluation sent by NBDF will ensure that we stay abreast of efforts to do this.

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 and Board of Directors, 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.

Centering

- We recognize that our organization includes diverse staff. We remain committed to prioritizing empathy and sensitivity in our inclusion and belonging efforts, particularly toward those who feel, whether rightly or wrongly, that they have experienced bias, acknowledging the pain, frustration, and anger that such feelings can bring. We will address such situations with honesty 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.



Empathy

- We will actively listen to the stories of those who 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 to speak up.

Humility

- We agree that practicing cultural humility is the best way to approach learning, understanding and consensus. There are cultural traditions, values, beliefs, and more that we all are learning about that are different from our background (some are within cultures) and we must practice respectful curiosity, respectful observation, and allyship where possible.

Individual Expression

- We agree not to fall into the trap of tokenizing or stereotyping. We value each staff, and acknowledge that one person does not represent the beliefs and actions or lived experiences of an entire group.



Intersectionality

- We recognize the interconnected nature of different social identities, such as race, ethnicity, gender, sexual orientation, age, socioeconomic status, disabilities, and other dimensions of diversity. We acknowledge the complexity of these identities and how they interact to shape experiences of privilege, oppression, and inequity.

Practical

- We acknowledge the possibility that the process to address inclusion and belonging might not immediately address all challenges that the organization and employees could face, while also recognizing that those challenges may affect our ability to meet our goals. We further recognize that the environment outside of our work at NBDF, 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.

Specificity

- We understand that some policies and procedures might unintentionally affect our inclusion and belonging efforts. Because of this, we are committed to carefully thinking through the impact of any new policies and reviewing current ones to make sure they are fair and inclusive for everyone. We also agree to be specific when making observations, suggestions, etc., to not make sweeping statements, and explain specifically what action was not inclusive. Confidentiality will be maintained if this involves an individual as opposed to an action.

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 representation with all staff.

Values

- We uphold NBDF's values and Behavioral Standards, and will work to center those values and standards on equity and inclusion. We remain open to suggestions for changes to either value statements or standards of behavior.

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 these principles.

**Terms are ordered alphabetically, and not in order of importance.*