



RISE & RALLY'S DIVERSITY AND INCLUSION POLICY

DIVERSITY AND INCLUSION POLICY:

Rise & Rally acknowledges the intrinsic value of diversity and inclusion in fulfilling our mission of advocating for individuals affected by chronic, complex, and rare diseases. We recognize that a diverse board of directors, staff, and volunteers enhances our organization's capacity to understand and address the diverse needs and perspectives of the communities we serve.

1. Commitment to Diversity:

- Rise & Rally is committed to fostering a diverse and inclusive environment within our organization. We believe that diversity encompasses a wide range of dimensions, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, religion, socioeconomic status, and geographic location.

2. Board Diversity:

- Rise & Rally's board of directors is committed to reflecting the diversity of the communities we serve. We actively seek to recruit and retain board members from diverse backgrounds and experiences to ensure that our leadership reflects the richness of our community.

3. Inclusive Workplace:

- Rise & Rally is dedicated to creating an inclusive workplace where all employees are valued, respected, and empowered to contribute their unique talents and perspectives. We strive to cultivate a culture of belonging where diversity is celebrated and differences are embraced.

4. Equal Opportunities:

- Rise & Rally is committed to providing equal opportunities to all individuals, regardless of their background or identity. We do not discriminate on the basis of race, ethnicity, gender, age, sexual orientation, disability, religion, or any other protected characteristic in our hiring, promotion, or retention practices.

5. Cultural Competency:

- Rise & Rally values cultural competency and actively works to ensure that our programs, services, and communications are culturally sensitive and inclusive. We recognize the importance of understanding and respecting the cultural backgrounds and preferences of the individuals and communities we serve.



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- **Accountability and Evaluation:**

- Rise & Rally holds itself accountable for advancing diversity and inclusion within our organization. We regularly evaluate our diversity initiatives and progress toward our diversity goals to ensure that we are effectively promoting diversity, equity, and inclusion across all levels of our organization.

By embracing diversity and inclusion, Rise & Rally aims to create a more equitable and just society where all individuals have the opportunity to thrive and access the resources and support they need to lead healthy and fulfilling lives. We invite all members of our community to join us in this commitment to diversity and inclusion.