



Diversity, Equity, and Inclusion Commitment

Mission—Together. Many people. One mission.

Vision—As the Nation's trusted partner in security and science policy analyses, diversity, equity, and inclusion (DE&I) enable IDA to integrate the full range of human experiences and perspectives.

Aspirations— DE&I are essential in our mission, which is to answer the most challenging U.S. security and science policy questions with objective analysis leveraging extraordinary scientific, technical, and analytic expertise. Diversity is the foundation for creating insights in our work. Equity empowers all IDA community members to achieve their fullest potential. Inclusion enables shared understanding and opportunity for effective collaboration across IDA. As a learning organization, IDA recognizes that innovation is strengthened through DE&I and commits to transparency and integrity in our work and for our people.

Commitments—IDA commits to rigor, transparency, and integrity as we move forward to:

- Promote diversity through recruitment, retention, and career growth
 - Ensure diverse representation throughout IDA's workforce composition and especially in our leadership, including the Board of Trustees, executives, directors, and management to strengthen the execution of the IDA mission
 - Identify and resolve inequities and biases in recruitment, hiring, pay, and career growth for all job functions to attract and retain the Nation's top talent
- Implement and maintain policies and practices that enable the success of all IDA community members in our shared mission
 - Build and maintain policies and practices that dissolve systemic barriers to equity and inclusion in the IDA community while tailoring strategies to address the wide range of our employees' specific needs
 - Provide resources and accommodations to ensure the mental and physical well-being of our community members
 - Provide professional development, mentorship, coaching, and training opportunities for all members of the IDA workforce to enhance career progression and ensure alignment to the IDA mission
- Foster a culture of active citizenship within IDA and society more broadly to establish an environment that values each member of the community
 - Create a workforce that understands the value of diversity, equity and inclusion and actively incorporate each into our work
 - Identify our biases and strive to resolve them; develop an intersectional, collaborative workforce that values all voices equally and treats them with respect
 - Provide DE&I training opportunities that promote self-reflection and develop a shared understanding and integration of our varied perspectives
 - Celebrate what makes our workforce unique, and appreciate how diversity in experience generates a wide pool of ideas to achieve IDA's mission
- Engage internal and external stakeholders in a data-driven process of continuous feedback and learning
 - Ensure strategic listening, encourage open dialogue, empower our personnel to raise their concerns, and act on the feedback we receive with transparency into the processes by which decisions are made
 - Evaluate and evolve our policies and practices, seeking and incorporating new perspectives, information, and data for continuous improvement so that employees can reach their fullest potential
 - Communicate transparently, both internally and externally, about our DE&I actions, outcomes, and continued progress