



Policy on Equity, Diversity, and Inclusion

The mission of KidneyCAN is to accelerate cures for kidney cancer. We believe that means accelerating cures for everyone through a commitment to practices that promote equity, diversity, and inclusion.

KidneyCAN believes that all stakeholders, whatever their gender, race, ethnicity, national origin, religion, age, sexual orientation or identity, education or disability, are valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity in our work. We respect and value diverse life experiences and heritages listening to all stakeholders. We are committed to modeling diversity and inclusion for others in the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

KidneyCAN strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the communities we serve: patients, caregivers, doctors, and researchers.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually reflect upon and improve our processes.
- Explore underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse membership and leadership within our community.
- Lead with respect and tolerance. We expect all team members to embrace this notion and to express it in workplace interactions and through everyday practices.

KidneyCAN commits to the following action items to help promote diversity and inclusion in our organization:

- Pursue cultural competency throughout our organization.
- Pool resources and expand offerings for underrepresented populations in the kidney cancer community by connecting with other healthcare and nonprofit organizations committed to diversity and inclusion efforts.
- Develop and present information on diversity, inclusion, and equity to provide information and resources internally, and to others in the kidney cancer community.
- Develop a system for being more intentional and conscious of bias in the process of developing programs and resources.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity.