



At Make-A-Wish Alaska and Washington, everyone is different and valued. The Make-A-Wish Alaska and Washington Diversity, Equity, and Inclusion Task Force (DEITF) was formed in 2019 to create and maintain equitable practices to protect and uphold a just work environment. **Together, we build a community that fosters inclusion and values diversity, so that we can equitably grant the wish of every eligible child.**

To date, the DEITF has worked on the following initiatives:

- Facilitated annual trainings for all staff with a race & equity consultant
- Established a set of norms for facilitating difficult conversations
- Developed a monthly Media Chat program, encouraging staff to participate in difficult conversations
- Educated and encouraged pronoun usage in external email communications
- Shared information about cultural holidays
- Conducted a chapter employee diversity census to create benchmarks and audit our hiring and retention practices
- Created an enterprise-wide Workplace group to share DEI resources with chapters across the country
- Developed a formal diversity statement
- Conducted interviews with local organizations respected for their inclusive hiring practices; we used research to submit an Inclusive and Diverse Hiring Whitepaper to HR
- Developed a bi-annual chapter-led training, “DEI By Design” to educate new employees of our chapter’s values and practices
- Supported the successful submission of a MJ Murdock Charitable Trust grant to hire our first Program Manager, Volunteer Outreach & Engagement

We recognize that diversity, equity, and inclusion is a continuous process and will continue to grow over time. If you have questions or suggestions about our practices or initiatives, we invite you to contact us at: deitf@akwa.wish.org.

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