



EMPLOYER DIVERSITY SPOTLIGHT

WHY IS DIVERSITY IMPORTANT TO YOUR COMPANY?

At LIFT, our approach to achieving our mission is collaborative. Staff, Members, Advocates, and Community Partners work together to find solutions to the complicated issue of poverty in our country. We believe that diversity in all dimensions of the organization supports and bolsters the innovative thinking essential to LIFT's success.

To us, "diversity" is defined as the full participation, inclusion, engagement and empowerment of individuals from different races, ethnicities, genders, gender identities, sexual orientations, national origins, socio-economic backgrounds, ages, physical abilities, religious beliefs, political beliefs, ideologies, and other attributes that make each of us unique. We work mindfully and deliberately to create a culturally competent workplace to support the work we do as a team and as a model of the inclusive, equitable society that we strive to achieve.

In 2013, CEO and LIFT co-Founder Kirsten Lodal wrote a letter outlining LIFT's commitment to diversity and inclusion. You can read the letter [here](#). It was important to LIFT to be among the few organizations who publicly share our views on diversity and inclusion.

DOES YOUR COMPANY HAVE ANY DIVERSITY-SPECIFIC INITIATIVES OR EMPLOYEE GROUPS/ORGANIZATIONS?

We have two entities working to ensure that LIFT develops a diverse and inclusive culture. The Diversity and Inclusion Working Group is comprised of staff at a variety of levels of the organization across our six regions and national office and the Diversity Committee is comprised of members of our national Board of Directors.

IS THERE ANYTHING ELSE ABOUT YOUR COMPANY THAT'S IMPORTANT FOR DIVERSE JOB SEEKERS TO KNOW?

We highlight our commitment to diversity on every job posting. The following statement is included on all internal and external job postings: *LIFT believes that diversity in all dimensions of the organization supports and bolsters the innovative thinking essential to its success. LIFT does not make hiring decisions on the basis of race, ethnicity, national origin, gender, gender identity, sexual orientation, socio-economic background, age, disability, religion, political affiliation, or ideology.*

WHAT CO-OP OR FULL-TIME POSITIONS ARE YOU HIRING FOR?

Senior Manager of Training - liftcommunities.org/get-involved/jobs-internships/item/964-national-office-senior-manager-of-training

Member Service Fellow - liftcommunities.org/get-involved/jobs-internships/item/898-ameriacorps-member-service-fellow-multiple-locations

Member Service Advocate - docs.google.com/forms/d/181j204DDQCE_v9GkMW-1taGrk6LTfEpGyKuRUSARz0/viewform

Member Service Intern - docs.google.com/forms/d/181j204DDQCE_v9GkMW-1taGrk6LTfEpGyKuRUSARz0/viewform

For more information on LIFT co-op positions, Drexel co-op students can visit [SCDCOnline](#).