

# CITY OF MCKINNEY DEI STATEMENT

# DIVERSITY EQUITY INCLUSION

## In our organization, everyone belongs.



We are a diverse and dedicated team united in the goal of making our community a safe and welcoming place to live, work, enjoy life, and belong.



We are stronger individually and as a team when every member of our organization genuinely feels they belong and are valued.



We are committed to building and sustaining a culture of inclusion grounded in kindness, empathy, caring, compassion, and fairness.



We foster an environment where everyone is free to contribute, offer ideas, make suggestions, and admit mistakes without fear of ridicule.



We accept, respect, and support everyone, regardless of race, color, national origin, religion, gender, sexual orientation, age, education, or disability.



We resolve issues rooted in discrimination and provide learning and training opportunities related to trust, mutual respect, acceptance, belonging, teamwork, sensitivity, listening, and empathy.



We strive to be a staff that reflects the growing diversity of the community we serve and support.

This DEI statement is one of four pillars that guide how we treat one another and work together. The other three pillars are **(1) our RISE Values** - Respect, Integrity, Service, and Excellence; **(2) our Vision** which centers on building a stronger, and more resilient community through the power of relationships; and **(3) our Shared Leadership Philosophy**. All four pillars were developed with widespread input from employees.

