

## **BECU'S EQUITY AGREEMENTS**

As the Office of Equity & Inclusion, equity is our leading value. We build structures and capacity to ensure equity is a fundamental part of BECU and embedded throughout the organization. The agreements below acknowledge areas where our team has shared understanding and collective agreement in doing the work for the organization. As our work grows in complexity, we will return to these agreements to ground our efforts. We intend to revise and expand these agreements over time.

Equity is a journey — for us as individuals and for the organization as a whole — toward well-being as defined by those impacted by inequity. We commit to meeting people where they are and bring them along their journey. We embrace equity and expect to be uncomfortable as we take this journey. We know that the path will be challenging, uplifting, curving, imperfect, long, and liberating.

Equity refers to fairness in processes, distribution of resources, opportunity and varying levels of support depending upon need to achieve greater fairness in outcomes. We take an asset-based approach that recognizes the resilience and strengths of all people and communities, and endeavor to be restorative in how we do our work.

Equity is not equality. Equity acknowledges that everyone is not starting from the same place. We understand the potential implications of our investment — that how we utilize our resources may be distributed differentially rather than “equally,” in a way that supports our employees, members, and communities where disparities are apparent. We will be more successful in achieving equity if communities are at the center of this work. We expect to inform our efforts through convening, listening, learning alongside community, incorporating feedback from constituents, and using data.

We will work to be mindful of gatekeeping and power dynamics. We will work to be liberated and accountable gatekeepers. As an office we will be cognizant of our role and positioning and strive to elevate the power and voices of our communities, partners, and those not at the table. We will work to open doors to allow others to have their voices heard and amplified. We will seek feedback about our efforts and take seriously what we hear.

Our journey is rooted in history and strategically projected into the future. The Seven Generation Principle — standing in the present and looking three generations behind and three generations forward — reminds us of the need to acknowledge historical context, including historical trauma and oppression, and consider the conditions we hope to cultivate for the future of our organization and impact in communities.

We firmly recognize the foundational role that racism plays in perpetuating inequity. Racism has been this nation's burden since (and preceding) its inception, and it continues to permeate our institutions and interactions today. Further, too many people must endure the amplifying effects of multiple forms of oppression in their lives. Acknowledging racism's role does not ignore the many other forms of oppression and bias. In advancing equity, we are dedicated to rooting out all forms of oppression and bias.