



## **DIVERSITY, EQUITY, AND INCLUSION**

BuildGirls.org is an organization that values diversity, equity, and inclusion as essential to our mission. We acknowledge that historical and institutional barriers—particularly gender bias and discrimination—play a role in the widening gender gap in infrastructure and who has access to opportunities in these fields.

BuildGirls.org focuses our work not only on gender diversity but also on young women who are historically underrepresented in infrastructure, specifically girls who:

- Come from underrepresented minority groups
- Come from low-income backgrounds; and
- Have had a lack of exposure or access to careers in infrastructure.

BuildGirls.org acknowledges and values the intersections of race/ethnicity, gender identity and expression, class, sexual orientation, ability, age, national origin, and religious/spiritual identities.

BuildGirls.org welcomes into our community and programs anyone who identifies as female regardless of assignment at birth. Our programs also welcome people who identify as non-binary or gender nonconforming and want to be in a female-identified environment.