

OUR COMMITMENT

Antiracism and Equity Statement

Open Door Advisors provides trusted consulting for leaders and organizations seeking growth, impact and change. We are committed to racial equity and justice to redress the impact of systemic racism, white supremacy, sexism, homophobia, anti-immigrant bias, ableism, and all other forms of oppression through our work.

We believe that:

- antiracism is an imperative, a value, a strategy and a leadership competency;
- a consulting team with diverse backgrounds and life experiences deepens our ability to serve our client partners;
- we are respectful and grateful partners and allies with people who share these core beliefs and are committed to systemic change;
- we must do more than talk; antiracism and justice are achieved through truth and action.

We are committed to truth and action:

- we are continuously learning, understanding and evolving as a white-led company;
- we are committed to honest discussions on how this manifests in our work including our unconscious biases and any unintended actions that may be wrong, hurtful and in need of change;
- we support leaders and teams to act on the responsibilities of dismantling inequities;
- we embrace the imperative to be an antiracist company and seek partners and collaborators allied in this imperative to provide space, voice and power to people and communities historically oppressed.