



ICA Statement of Allyship

We are committed to creating, cultivating, and sustaining a diverse, equitable and inclusive team that works together, taking action to find solutions towards tangible and lasting change.

We invite, embrace, and celebrate each of our staff's unique culture, identity, orientation, race, and nationality. We provide equal access to professional opportunities and mentorship for all members of our ICA team. We cultivate an environment of self-awareness, learning, unlearning, and addressing implicit bias. We promote and support institutional policies and procedures that promote and protect diversity, equity, and inclusion. We serve as a champion of DEI within each of our ICA implementations, as well as communities we work with, and the historically disenfranchised at large. We educate on topics of disparities and do not tolerate bigotry, racism, or injustice, but seek to call out and work to eliminate any instances we encounter.