

## **2020 J-PAL NORTH AMERICA STATE AND LOCAL INNOVATION INITIATIVE (SLII) YEAR 4 CONVENING DIVERSITY STATEMENT**

J-PAL values and seeks diversity and inclusive practices. We aim to provide a respectful and accessible convening experience for everyone, regardless of, but not limited to, race, gender,<sup>1</sup> culture, sexual orientation, disability, socioeconomic background, age, religion, and language.

We want every participant to feel welcomed, included, and safe at the convening. We will focus on employing “people-first” language, which emphasizes the person first, not the condition they may be experiencing.<sup>2</sup> We do not tolerate harassment of training participants in any form. We will do our best to accommodate specific needs – be it accessibility, religious, or dietary in nature. We cannot promise to solve every issue, however, we will try our best.

We strive, on an ongoing basis, to uphold our commitment to diversity and inclusion. We welcome any feedback you may have on how we can improve our practices. All feedback and requests for accommodations can be sent to Jatnna Amador ([jamador@povertyactionlab.org](mailto:jamador@povertyactionlab.org)) at any time.

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<sup>1</sup> See MIT’s statement, “[Advancing Diversity, Inclusion and Community](#).”

<sup>2</sup> See more about person-first, or person-centered language, see here:  
<https://www.thearc.org/who-we-are/media-center/people-first-language>

## **J-PAL NORTH AMERICA STAFF CORE VALUES**

*We are committed to generating rigorous research to answer policy-relevant questions, translating evidence into action, and, ultimately, reducing poverty.*

We approach our work with the following set of guiding principles:

**BE HUMBLE AND RESPECTFUL.** We listen to and learn from the people we work with, both internally and externally.

**BUILD INCLUSIVE AND COLLABORATIVE RELATIONSHIPS.** We value our partners' ideas and experiences and believe a wide range of perspectives makes the research and policy impact stronger. Among staff, we approach our work as a team and provide opportunities to allow everyone to contribute meaningfully.

**EMBRACE EQUITY.** We evaluate policies and programs that intend to increase opportunity, reduce disparities, and improve people's lives. We equip staff with an understanding of structural and institutional barriers related to inequality, engage in long-term efforts to build a diverse network of researchers and staff, and strive to make the research equitable and useful to participant communities.

**ACT WITH INTEGRITY AND TRANSPARENCY.** We build trust through proactive communication and consistent follow-through. We implement rigorous processes to ensure research integrity, and we communicate nuanced results thoughtfully and accurately. Among staff, we exchange thoughtful feedback and provide opportunities for ownership.

**PURSUE LEARNING.** We challenge assumptions about which approaches to reduce poverty are effective, and we build others' capacity to do the same. We nurture curiosity and learning by investing in our staff's professional development goals.