



COMPASS

WORKING CAPITAL

Diversity, Equity, Inclusion

Our Philosophy and Approach

Our Mission

For over 15 years, Compass Working Capital has supported families with low incomes, primarily women and people of color, to build assets, achieve their financial goals, and become financially secure.

We Believe

Our ability to achieve our mission is strengthened when our team and leadership are reflective of and responsive to the families and communities we serve.

Diverse teams drive innovation and learning, enhance organizational effectiveness and excellence, and improve employee engagement and retention.



DEI Guiding Principles

Diversity and representation

We recruit, hire, onboard, and retain a diverse team, leadership, and Board.

Engagement, advancement, and inclusion

We foster a culture marked by trust, support, and respect, where employees feel engaged and recognized.

Client voice

We incorporate client voices into all facets of our work, including program services and strategic planning.

External relationships

We integrate a DEI lens into our external partnerships, including program partners, vendors, and suppliers, as well as our external communications, fundraising, and policy work.

Our Approach

We understand DEI on a continuum. We must work continually to integrate a DEI lens into all aspects of our work. We follow a cycle of activities every year to build and reinforce our commitment to advance DEI and to determine annual priorities.

