

## LEOFF Equity Statement

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The Law Enforcement Officers' and Fire Fighters' Plan 2 Retirement Board is founded on the principle, "They keep us safe, we keep them secure". Safety and security can only take place when individual differences are valued, recognized, and respected. Diversity, equity, and inclusiveness must always be at the forefront of the work we do.

- We understand that agency team members and the Law Enforcement Officers' and Fire Fighters' Plan 2 participants we serve need to feel listened to and understood.
- We recognize every day that change is the only true constant and that we are ready and willing to be active listeners and life-long learners.
- We strive to foster belonging and empowerment at work.
- We listen and engage with our diverse members.
- We value a spirit of teamwork and a commitment to celebrating the contributions that each team member brings to the agency.
- We start from a position of listening to understand and we continue to work to make ideas and improvements possible.

Professional growth and development is a foundational cornerstone in supporting the important work that we do. Part of this development is a commitment to diversity, equity and inclusion education for our agency team members.

The more inclusive we are, the better our work will be.