



# THE CLOUDBURST GROUP

## Open Letter on Equity from the Cloudburst Group

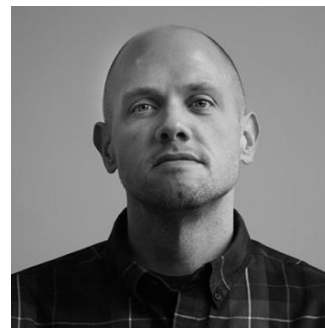
To create impact, empower communities, and build resilience — where and when it matters — organizations must have the best, most knowledgeable, and most experienced staff. However, the traditional definitions of “best,” “knowledgeable,” and “experienced” have been bound by outdated thinking and business models that leave many — especially those with different racial, ethnic, gender, sexual orientation, and disability orientations — excluded from the tables and rooms where voices are heard and decisions are made.

Therefore, to promote equity and live/work by our motto and values, Cloudburst has set out on a journey to become a more equitable company, from how we work internally to how we deliver our work to our clients, encouraging equity in all that we do. Cloudburst understands that past and current systems and policies in the United States and across the globe have skewed the opportunities of and ability to be successful for many groups. So far our work includes changing our professional outreach, hiring, and promotion practices; transparency in where and how decisions are made; highlighting and hiring those with lived expertise; and promoting equity as an action, not as an idea, in all aspects of our work.

As Cloudburst continues our journey to become a more inclusive and equitable workplace and to challenge inequity in all spaces, we hope that your desire to create a more equitable world can be reflected in your future career with us.



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