



INCLUSION AT LIGHTHOUSE LABS

Lighthouse Labs believes that the founders with the best ideas should be supported to their fullest potential and that innovation is exponentially strengthened when diverse perspectives and backgrounds are at the table. Our mission has always been to be the most founder-friendly accelerator around, and empowering diverse founders with revolutionary ideas - regardless of race, creed, sexual orientation, disability, income, or gender identity - has been part of that mission from the start. As we continue to grow, we will intentionally and proactively uplift entrepreneurs who have been traditionally underserved and underinvested - including Black, female, disabled, queer and otherwise underrepresented founders.

Diversity, equity, and inclusion is a core tenet of Lighthouse Labs, and embedded into our culture from application to programming. This dedication to DEI is substantiated through our community guidelines, our long term plan to diversify mentors and founders, and our explicit and unwavering commitment to uplifting all of our founders, especially those who are historically underrepresented in the Venture Capital space. We are aware that we must go beyond a verbal commitment and have committed to measurable and actionable outcomes. Some of these actions are as follows: doubling the number of mentors of color in our network by 2025, continuing to support the diversity of our founders, matching this diversity within our presenter and lead mentor pool, imbuing DEI into the foundation of every cohort through actionable coaching, intersectional training for our internal team to uproot biases and cultivate inclusive policies, committing to accommodations for folks with disabilities, and zero tolerance for incidents of bias with clear followthrough.

We pledge to use our privilege to advocate and listen to those who have differing backgrounds and understandings from ourselves. Lighthouse Labs mission is to be the most founder-friendly startup accelerator, and we mean it. We support, care for, and acknowledge the wholeness and intersectionality of those in our cohorts. We also hope to serve as a model to other accelerators that DEI is a core value of and a complement to entrepreneurship.



COMMITTED DEI ACTIONS AT LIGHTHOUSE LABS

- *We've committed to uprooting our own biases through comprehensive & intersectional training for all internal staff.*
- *Establishing foundational DEO training for each cohort including individual trainings and actionable sessions to establish community guidelines, DEI statements, and accommodations and access protocols.*
- *Continued support for underrepresented founders. Lighthouse Labs is a women-led organization. We want to continue to keep uplifting underrepresented founders with the best ideas, and that specifically includes: women, BIPOC folks, LGBTQ+ folks, and disabled people.*
- *Implementation of bias reporting processes & accountability measures. Lighthouse Labs will have a zero tolerance policy for biased incidents by mentors, founders, staff, or any pertinent parties.*
- *Creation of Community Guidelines.*
- *Establishment of ERG-framework for BIPOC founders.*
- *Designation of internal DEI lead.*
- *Commitment to accommodations for more accessible programs including virtual/hybrid programming moving forward and the designation of an internal accommodations lead*
- *Using a DEI lens from application through programming.*
- *More comprehensive demographic collection to ensure accountability and the long term diversity of our program moving forward.*
- *Creation of onboarding documents to reflect accommodations, pronouns, and pronunciation.*
- *Bias reporting & accountability measures.*
- *Commitment to diversifying Lighthouse Labs' mentor pool and doubling the percentage of BIPOC mentors by 2025.*
- *Plan for training of lead mentors and board in DEI.*
- *Continuing to recruit and support diverse founders including open calls. for BIPOC and queer founders in future cohorts.*