



## Grades of Green Diversity, Equity & Inclusion Policy

Grades of Green is committed to creating and maintaining a diverse, inclusive, and equitable work environment where all board members, advisors, staff, volunteers, and members of the communities we serve feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other trait.

Grades of Green's goals to promote diversity, equity and inclusion include:

- Acknowledging that diversity, equity and inclusion are integral to our mission and vision and critical to ensuring the well-being of our staff and those we serve.
- Recognizing and addressing any inequities in our policies, programs, and services.
- Updating and documenting progress on our diversity, equity, and inclusion practices, including an annual review of our compliance with this policy.
- Investigating underlying assumptions that could interfere with our diversity policy and goals.
- Recognizing systemic inequities that could impact our work and addressing them in accordance with this policy and our mission.
- Challenging commonly accepted notions about what constitutes strong leadership within our organization and the communities we serve.
- Practicing transparency in all of our interactions.
- **Committing time and resources to ensure diverse leadership within our staff, board, and advisory bodies.**
- Leading with respect and tolerance and encouraging all employees and volunteers to do the same in their work with our organization.

Grades of Green agrees to abide by the following action items to promote diversity, inclusion, and equity in our work:

- Actively recruit, hire, and maintain a diverse staff, board of directors and advisory committee, comprising individuals with a variety of skills, perspectives, backgrounds, races, and resources.
- Generate and aggregate quantitative and qualitative research related to equity, both in our organization and the communities we serve, to demonstrate progress in our diversity, inclusion, and equity efforts. Once the content is curated it will be added to our website so others may access it.
- Pool resources and expand offerings for underrepresented constituents by connecting with other organizations committed to diversity and inclusion efforts.
- Develop and present training on diversity, equity and inclusion to provide information and resources internally and to the communities we serve.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of the population we serve.
- Develop a system for being more intentional and conscious of bias during the hiring, promotion, or evaluation process. Train our hiring team on equitable practices.
- Include a salary range with all public job descriptions.

Grades of Green strives to be nondiscriminatory and provide equal opportunities for employment, volunteering, and advancement in all areas of our work. We respect the value that diverse life experiences bring to our work and we strive to listen to different perspectives and give them value. Grades of Green is committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.