

Friends of Reinstein Woods
BOARD DIVERSITY POLICY
Adopted May 2022

Friends of Reinstein Woods is committed to a diverse, inclusive, and equitable environment where all board members, staff, volunteers, members, and visitors feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

We're committed to being nondiscriminatory and providing equal opportunities for employment, volunteering, and advancement in all areas of our work.

We respect the value that diverse life experiences bring to our board and leadership and we strive to listen to their views and interject those experiences into the policy where applicable.

We're committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.

Our board will:

- strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of those we serve.
- aim to recognize and address inequities in our policies, programs, and services.
- be transparent in our updating and documentation of progress on our diversity, equity, and inclusion practices.
- dedicate time and resources to expanding greater diversity within our board and leadership positions.
- commit to leading with respect and tolerance and encourage all employees and volunteers to express this in their work within our organization.

Friends of Reinstein Woods will strive to achieve these actions to promote diversity, inclusion, and equity in our operations, programs and services:

1. We will strive for formal, transparent policies to contribute to an inclusive, equitable workplace.
2. We will actively recruit to improve diversity, inclusion, and equity in our board and leadership positions.
3. We will network with other organizations that are also committed to efforts for diversity, inclusion, and equity to engage underrepresented constituents in our programs and services.
4. We will seek to train ourselves, our staff and volunteers on equitable practices and cultural competencies.
5. We will be transparent about the salary range for public job descriptions.
6. We will challenge systems and policies in the public sector that uphold and promote inequity, disparity, and oppression.

This policy will be reviewed every November to monitor our progress in achieving a more diverse, equitable and inclusive workplace.