

## DRAFT ALAMEDA CONNECTS AND ACBID DIVERSITY POLICY

**MISSION STATEMENT:** Alameda Connects is committed to a diverse, inclusive, and equitable environment where all board members, staff, volunteers, guests and members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

- We are 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 give them value.
- We are committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.

Our board's philosophy on our goals to provide informed, authentic leadership for diversity, inclusion, and equity include:

- We will strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of those we serve.
- We aim to recognize and address inequities in our policies, programs, services, and board membership.
- We will update and document progress on our diversity, equity, and inclusion practices.
- We promise to investigate underlying assumptions that interfere with our diversity policy.
- We commit to advocating for removal of systemic inequities that impact our work at the board level and address them according to this policy and in accordance with our mission.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- We commit to challenging commonly accepted notions about what constitutes strong leadership within our organization.
- We commit to transparency about diversity in all our interactions.
- We will dedicate our time and resources to expanding greater diversity within our board and leadership positions.
- We commit to leading with respect and tolerance and we encourage all employees and volunteers to express this in their work within our organization.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

Alameda Connects agrees to abide by the following action items to promote diversity, inclusion, and equity in our work:

1. We will create new learning opportunities and formal, transparent policies as we strive for cultural competency throughout our organization.
2. We will strive to conduct or identify research related to equity so that we can make progress in diversity, inclusion, and equity and we will share our findings publicly on our website.
3. We will take action to improve diversity, inclusion and equity in our board and leadership positions.
4. We will identify resources for our underrepresented constituents by networking with other organizations that are also committed to efforts for diversity, inclusion, and equity.
5. We will develop internal resources that demonstrate our commitment to diversity, inclusion, and equity and present them to our members and members of our community.
6. We will develop a system to create awareness and address biases during our recruiting, hiring, and evaluating processes.
7. We will train our personnel to be responsible for orienting, onboarding, and training our staff and volunteers on equitable practices.
8. We will be transparent about the salary range for public job descriptions.
9. We will advocate for public and private policies in the public sector that promote diversity, inclusion, and equity and we will challenge systems and policies that describe inequity, disparity, and oppression.
10. Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.