

## **Park Pride Diversity, Equity, and Inclusion Policy - (November 2021)**

Park Pride believes that differences—including but not limited to race, ethnicity, gender, sexual orientation, age, economic status, national origin, and ability—are *assets*, and that our organization and community are strongest when we value and honor these differences. This is the foundation of our diversity, equity, and inclusion (DEI) policy.

Park Pride also believes in the power of parks, which preserve our environment, promote positive social interaction, improve health, provide economic benefits, and are a critical component of our infrastructure. The power of parks is strongest when all members of a community feel welcome and safe within parks throughout our service area. Park Pride is committed to building a representative, equitable, and inclusive organization to activate the power of parks for all.

Park Pride strives to be a leader among conservation and environmental organizations in maintaining a workplace environment that accepts and values everyone, appreciates our common humanity, and understands that our multiple differences make us better able to fulfill our mission to engage communities to activate the power of parks.

To create and maintain an equitable and inclusive representation of our community, Park Pride is committed to the integration of representation, fairness, belonging, and care into our organizational policies, communications, workplaces, programs, activities, and events.

In considering DEI, Park Pride adopts the following definitions, which it will review and update as needed over time:

Diversity – Focuses on the presence of people with different backgrounds, particularly those that have been historically marginalized, and other traits that give them distinct perspectives and views.

Equity – Evokes fairness and justice. The term focuses on achieving fair outcomes for a given group, by designing processes for distribution of resources that recognize the root causes of distinct challenges, needs, and histories and address them in solutions. Equity is not the same as equality, which represents the aim of sameness in status, opportunities, rights, quality, power, or degree.

Inclusion – Evokes a desired outcome where diverse people feel they are valued and welcomed. The term describes intentional, active, and ongoing engagement with diversity, and inviting people of all backgrounds into decision-making processes.

To promote DEI in all aspects of Park Pride’s work, it has developed this policy and will be guided by the following three appreciative inquiries:

1. How can we build and maintain trust with all of the diverse communities we serve?
2. How can we engage with our staff and board to promote and implement DEI as a core value?
3. How can we lead and learn from our peers in issues of DEI?

With these inquiries in mind, Park Pride developed the following goals:

Ensure Committed Resources and Measure Progress in DEI Work

1. Allocate budgetary, time, and human resources to support our DEI work, including regular substantive learning opportunities for staff and board members.
2. Develop tools to measure DEI efforts and to promote these efforts to our constituents, funding sources, peers, and others.
3. Identify key programmatic and operational metrics in our strategic plan to measure progress towards implementing Park Pride's DEI Policy.

Develop Diverse, Equitable, Inclusive Work Environment

4. Recruit diverse candidates who reflect our community.
5. Explore ways to leverage internship experiences into career opportunities both within and outside of the organization.
6. Share job postings on diverse career sites and job boards, including at historically black colleges and universities (HBCUs).
7. When hiring new positions within the organization, provide salary ranges on all public job posting for staff-hired positions.
8. State on public job postings that consideration will be given to transferable skills and experiences that may not be trade, academic, or environmentally focused.
9. Review internal policies and procedures annually (including this policy) to ensure consistency with our DEI goals. Adapt as needed.
10. Develop mechanisms to create a safe space to obtain feedback from staff on DEI matters.

Maintain a Diverse Board and Engage It in DEI Matters

11. Recruit and maintain a Board that is appreciative and increasingly reflective of the diversity of the communities we serve.
12. Continue to build upon an active and engaged DEI Committee as a standing Board committee with representation reflecting the diversity of the organization and our community.
13. Elevate issues of DEI to other Board Committees so that DEI issues are not solely the purview of the DEI Committee.
14. Highlight the importance of our DEI work by incorporating regularly scheduled discussions of specific DEI efforts in Board and Committee meeting agendas.

Incorporate Considerations of DEI in Programs, Outreach, Advocacy, and Operations

15. Evaluate program activities with regard to DEI goals and consider changes on an annual basis.
16. Track distribution of resources and opportunities in programs to evaluate equitable and inclusive practices.
17. Collaborate with other conservation and environmental groups in Atlanta in an effort to create best practices for DEI work in the environmental nonprofit sector in Atlanta.
18. Incorporate considerations of DEI in advocacy efforts to advance access to quality parks for all.
19. Ensure that operations (including marketing and fundraising) are evaluated with regard to DEI goals.