

POLICY: Diversity, Equity and Inclusion

GENERAL POLICY STATEMENT

At the 2030 Network, a diverse, inclusive, and equitable organization is one where board, employees, and other representatives, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feel valued and respected.

The organization believes it can better achieve its mission by drawing on the skills, talents, and perspectives of a broader and more diverse range of leaders, and the diversity of viewpoints that comes from different life experiences and cultural backgrounds strengthens decision making.

Effective organizations work to build a culture of trust, candor, and respect which is not possible without a culture of inclusion. Organizations that cultivate an inclusive culture ensure that all stakeholders are encouraged to bring their perspectives, identity, and life experience to the organization. An inclusive culture welcomes and celebrates differences and ensures that all stakeholders are equally engaged and invested, sharing power and responsibility for the organization's mission and work.

The organization is committed to a nondiscriminatory approach and providing equal opportunity for employment and advancement in all activities. The organization respects and values diverse life experiences and heritages and ensure that all voices are valued and heard. The organization is committed to modeling diversity and inclusion and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, the 2030 Network strives to:

- *Acknowledge and dismantle any inequities within the policies, systems, programs, and services, and continually update and report organization progress.*
- *Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.*
- *Advocate for and support board-level thinking about how systemic inequities impact the organization's work, and how best to address that in a way that is consistent with the mission.*
- *Help to challenge assumptions about what it takes to be a strong leader at the organization, and who is well-positioned to provide leadership.*
- *Practice and encourage transparent communication in all interactions.*
- *Commit time and resources to expand more diverse leadership within the board, staff, committee, and advisory bodies.*
- *Lead with respect and tolerance. The organization expects all employees to embrace this and to express it in interactions and through everyday practices.*

The 2030 Network abides by the following action items to help promote diversity and inclusion in the workplace:

- *Pursue cultural competency throughout the organization by creating substantive learning opportunities and formal, transparent policies.*

- *Improve the cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of American society.*
- *Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train the hiring team on equitable practices.*
- *Include a salary range with all public job descriptions.*

DOCUMENT REVISION HISTORY

Version	Date	Comments
1.0	5/1/19	Original Draft
1.0	12/17/20	Adopted by vote of Board