

Diversity Plan
Good Stewards

Goal: Promote and increase diversity in organizational leadership.

Objective: Create and maintain an inclusive, attractive, and inviting culture within the board and organization as a whole to facilitate onboarding diverse members and to continuously grow a more robust, encompassing organizational leadership structure. *(Board, staff and committees - ongoing)*

Action Step 1 - Charter a Justice, Equity, Diversity and Inclusion ([JEDI](#)) Committee to guide the board and staff in decisions, activities, and strategies to ensure organizational goals and growth objectives do not disproportionately impact, restrain or discourage any person or entity in regard to race, age, economic status, sexuality, physical ability or gender. *(Board - January 2021)*

Action Step 2 - Make publicly transparent steps to become more diverse and encourage inclusive practices by publishing our growth and expectations to our organization's website, social media, newsletters, and member onboarding documentation. *(Board, JEDI Committee and staff - January 2021)*

Action Step 3 - Publish clear organizational values on website, social media accounts, newsletter, and member onboarding documentation. *(President, JEDI Committee and staff - January)*

Action Step 4 - Create intentional opportunities to listen to voices directly from the community, grassroots and young leaders in underserved and/or marginalized communities. *(President and staff - ongoing)*

Action Step 5 - Open board and membership recruitment pipeline to talented candidates from underrepresented groups via clear communication with community stakeholders, BIPOC representative organizations, and in both physical and electronic postings within underserved communities. *(President and JEDI Committee - ongoing)*

Action Step 6 - Make clear that Good Stewards of Rockingham expects potential collaborative and community partners to uphold the same Justice, Equity, Diversity, and Inclusion values as our own. *(Board of directors and JEDI Committee - ongoing)*

Action Step 7 - Grow, refine and assess our culture of inclusiveness by;

- Providing equity training and assessments to all board members and staff on a yearly basis. *(JEDI Committee - June of each year)*
- Planning intentional conversations during board and staff training to promote growth and understanding within our organization by discussing identity, power, and privilege. *(JEDI Committee, Executive Director and President - Each board meeting, ongoing)*

- Continually training staff and board members -and hold them accountable- to show that inclusivity is a core competency. (*JEDI Committee, Executive Director - ongoing, reviewed and reported to the Board during 4th quarter meeting*)
- In addition to providing a low-cost membership option, begin accepting acts of service to the community, whether through our organization or any other, in lieu of membership dues. (*Executive Director and Board, January 2021*)
- Establish a path for our local NAACP chapters (Stokes County, Rockingham County) and NC100 to make direct recommendations for board members. (*JEDI Committee and Executive Director - report action plan to Board on or before March 31, 2021*)

Action Step 8

- Work toward obtaining additional paid staff positions that make our organization equitable and accessible to every community that we serve. (*Board and staff - ongoing*)
 - Technology and Social Media Director to assure digital content and advertising meets or exceeds all JEDI goals and initiatives.
 - Spanish translator to break language barriers with our Latinx communities.
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Goal: Recognize, contribute to, and collaborate with community members, organizers, and organizations who will educate, inspire, and guide our organization's mission to be more representative of the areas in which we serve. (*JEDI Committee - complete identifications by March 31, 2021*)

Objective: Grow long-term relationships with diverse people, organizations, and communities to build a creative, robust organization that can listen to and respond to the specific needs of underserved communities. (*JEDI Committee, Board, and Staff- Ongoing*)

Action Step 1

Recommend board members to join **and be an active member of** at least one community group or organization identified by the JEDI Committee. (*Executive Director and President - Review 4th quarter each year, report to JEDI Committee and Board*)

Action Step 2

Provide active support to at least one event or function of *each* identified group, as an event or function is made available, during each calendar year. Participation as either an organization or as individual board members is acceptable. (*JEDI Committee, Executive Director and President - Reviewed quarterly, report to Board each quarter*)

Goal: Provide free, enriching environmental educational experiences to our youth within their own communities and neighborhoods. *(Executive Director, President and staff - ongoing)*

Objective: Provide insight, knowledge and instill community ownership to the youth of the communities in which we serve in order to:

- Encourage and support the growth of rising community leaders.
- Create perpetual interest and engagement with their respective communities.
- Work to build trust and strengthen communication between each community member and our organization.
- Learn from and contribute to the growth of the future leaders of our organization.

(JEDI Committee, President, Staff - Ongoing)

Action Step 1 - Work directly with stakeholders, including educators and community members, to develop a framework specific to each community's needs and interests in which the educational experiences will occur. *(JEDI Committee, President and Staff - plan and report to Board on or before April 30, 2021)*

Action Step 2 - Coordinate planned educational events with local organizations who are able to help categorize communities with the greatest need of personalized environmental programs. *(President and staff - execute throughout the remainder of 2021, report to Board during the 4th quarter meeting)*

Goal: Establish Dan River Climate Justice Partnership *(JEDI Committee, Executive Director, President and partners - Goal, complete partnership formation and receive first deliverables by December 31, 2021)*

Objective: Create a multi-organizational collaborative to create public information and plan proactive steps to fight climate change locally in order to mitigate the direct impacts it will bring to underserved and/or marginalized communities.

Action Step 1 - Perform additional outreach to BIPOC communities, organizations, and faith leaders who share a commitment to fighting climate change in order to save their communities from environmental harm, including food insecurity. *(JEDI Committee - March 31, 2021)*

Action Step 2 - Organize identified partners and provide materials and structure necessary to create a unified mission statement and elect leaders to oversee partnership efforts and activities. (*Executive Director, President and staff - May 31 2021*)

Action Step 3 - The Dan River Climate Justice Partnership will create and distribute educational information and an initial action plan to begin efforts in combating climate change impacts to locally underserved and underrepresented communities of color. (*JEDI Committee, Executive Director, Partnership - report first deliverables to Board during 4th quarter meeting*)