



Western New York Sustainable Business Roundtable Diversity, Inclusion & Equity Policy

First Draft, Adopted June 30th, 2020

At Western New York Sustainable Business Roundtable (further referred to as SBR) a diverse, inclusive, and equitable workplace is one where all employees, interns and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected.

We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all aspects of our programming. To provide informed and authentic leadership SBR strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the organizations we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services.
- 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.
- Practice and encourage transparent communication in all interactions.

WNY SBR abides by the following action items to help promote diversity and inclusion in our workplace and the sustainable business community we serve:

- Commit time and resources to develop and expand more diverse leadership within our board, staff, committee, and presenters.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluation process.
- Develop and present educational sessions on diversity, inclusion, and equity to provide information and resources internally to SBR members, and the WNY sustainable business community.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity.