

## **Our Commitment to Diversity, Equity and Inclusion**

The Bay Area Ridge Trail Council is committed to fostering a culture of diversity, equity, and inclusion. We strongly believe that parks and open spaces must be available and accessible to members of all Bay Area communities, and the Ridge Trail is dedicated to doing its part to achieve that objective, now and for future generations.

We want all aspects of our organization to reflect the breadth and richness of the diversity of the people of the Bay Area. To that end, we strive for diversity in hiring, retaining, and promoting staff; in recruiting members of the Board of Directors; and in expanding the support for our organization, as well as ensuring that our programs, organizational practices, and partnerships support these priorities.

**Diversity** is about empowering people by respecting and appreciating what makes them unique and different from one another including but not limited age, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status, and veteran status. A diverse organization includes broad social and cultural representation.

**Equity** is about promoting fairness, access, and opportunity within the organization and for all our constituents in our policies, practices, and programs.

**Inclusion** refers to the behaviors and social norms we engage in to create an environment where all our constituents feel their perspectives are both heard and valued.

We know that we are on the beginning of a long journey that needs to include the community, public agency partners, and our own commitment to reflection, learning, and improvement. We hope that you will join us.