



AS YOU SOW

30 YEARS 1992 – 2022

# DIVERSITY, EQUITY, & INCLUSION STRATEGIC PLAN



## GOAL ONE

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*Why? We know, through our work, that greater diversity leads to greater success.*

### **We will:**

- Diversify *As You Sow* staff and outside third parties with reflection on race, ethnicity, gender and other aspects of diversity;
- Create a structure for *As You Sow* that includes part-time and full-time employees and consultants, where everyone feels included and valued;
- Provide educational programs for staff to help gain the skills to work in and support a diverse workplace.

Desired Outcome: A more diverse organization that leverages that diversity to create greater success for our programs, our employees and our work.





## GOAL TWO

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*Why? A healthy and thriving workforce is more effective at achieving our mission, improves retention, and creates a culture that great people want to join.*

### **We will:**

- Be proactive and actively listen to our employees using open communication to respond to requests, provide the support needed to avoid burnout, and to support staff well being;
- Ensure applicable programmatic systems to address the solitary nature of remote work and to create opportunities for employees to build cohesion.

Desired Outcome: By actively supporting our employees, we will create an environment where they can thrive and thus help *As You Sow* to create and sustain equitable change.





## GOAL THREE

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*Why? We are committed to providing the leadership necessary to make As You Sow an inclusive culture which recognizes the value and perspectives of each employee.*

### **We will:**

- Commit and plan for having a broad representation of speakers on events and projects so they are inclusive and accessible;
- Explore, integrate, and measure areas of intersectionality between DEI and social justice goals with our other engagements;
- Collaborate, partner, and engage with communities to solve problems and create equitable systems.

Desired Outcome: Through our expanded partnership and external engagements we will have a broader impact on the world we live in and create more sustainable world.





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