



## One Truckee River's Diversity and Inclusion Statement

One Truckee River (OTR) a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected following OTR's *Nondiscrimination Policy* and definition listed below. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of OTR's efforts. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard. We're committed to modeling diversity and inclusion for the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all. To provide informed, authentic leadership for equity, OTR strives to:

- See diversity, inclusion, and equity as connected to our mission *to ensure a healthy, thriving, sustainable Truckee River connected to the hearts and minds of its community* and critical to ensure the well-being of our staff and the region we serve.
- Acknowledge and dismantle any inequities within our 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 our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our 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 our organization.
- Lead with respect and tolerance. We expect all staff to embrace this notion and to express it in workplace interactions and through everyday practices.

### One Truckee River Nondiscrimination Policy

**I. Employment:** One Truckee River is committed to being an equal opportunity employer that does not and shall not discriminate employing personnel on the basis of race, creed, color, ethnicity, national origin, religion, gender, sexual orientation, gender expression, age, physical or mental ability, pregnancy, veteran status, military obligations, and marital status. This policy applies to volunteering, hiring, internal promotions, training, opportunities for advancement, and terminations.

**II. Projects:** No person on the basis of actual or perceived race, color, religion, national origin, sex, gender identity (as defined in paragraph 249(c)(4) of title 18, United States Code), sexual orientation, marital or parental status, political affiliation, military service, physical or mental



ability, or any other improper criterion be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available by the One Truckee River, and any other program or activity funded in whole or in part with funds appropriated for grants, cooperative agreements, and other assistance administered by the One Truckee River.

### **Definitions** (adopted by Bloomerang)

**Definition of Diversity:** Diversity is the presence of difference within a giving setting. In this case the workplace is the setting and the differences typically refer to identity like race and gender, and sometimes ethnicity, religion, nationality, or sexual orientation. A person isn't diverse. They're unique. They can bring diversity to a group though. Diversity is about a group not an individual.

**Definition of Inclusion:** Inclusion has to do with people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting. Longtime Diversity, Equity, and Inclusion educator, Verna Myers, said: "Diversity is being asked to the party. Inclusion is being asked to dance." Inclusion isn't a natural consequence of diversity. You can have a diverse team of talent, but that doesn't mean they feel welcomed or valued or are given opportunities to grow.

**Definition of Equity:** Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that we don't all start from the same place because advantages and barriers exist. It's a process that acknowledges uneven starting places and seeks to correct the imbalance. Diversity and inclusion are both outcomes. Equity is not. It refers to the process an organization engages in to ensure that people with marginalized identities have the opportunity to grow, contribute, and develop.