



Cultivate, Communicate, Collaborate, Inspire, Serve

Diversity, Inclusion and Equity Statement

Adopted September 2017

Introduction and Working Definitions

An organization that prioritizes diversity, equity and inclusion creates a culture that respects and values individual differences. By assuring that AgForestry is representative of the world around us, we also assure that our organization benefits from different experiences, varied perspectives, and a range of approaches to problem solving. These factors contribute to organizational success.

Diversity is a term for human differences that can positively impact the workplace and organizations. These include attributes such as race, gender, ethnic/cultural background, generation, sexual orientation, religion, and physical ability, and also encompasses qualities such as region/country of origin differences, educational background, work experience, learning and thinking styles.

Inclusion means people from a range of backgrounds are represented in our organization and all feel heard and fully valued as AgForestry grows and changes.

Equity means every employee, leadership program participant, Board member, volunteer and alumnus has access to resources - available through the Foundation - necessary to provide equal opportunities for success.

Statement of Purpose

AgForestry is fully committed to its Mission, “We cultivate leaders in agriculture, forestry and natural resources who communicate, collaborate, inspire and serve,” as the way to achieve our Vision “to positively impact and enrich lives and communities in Washington State and throughout the world with leading edge solutions for problems faced by agriculture, forestry and the natural resources.”

Program participants, Board members, employees, volunteers, and alumni realize an advantage when diversity, inclusion and equity are gateways to possibility for its employees, managers and other stakeholders. By embracing a culture of diversity, inclusion and equity AgForestry will:

- Be better positioned to achieve our Mission and Vision;
- Enhance our reputation as a great place to work and volunteer; and
- Increase the efficacy of our leadership development program.

Diversity, Inclusion and Equity Commitments

In embracing a culture of diversity, inclusion and equity AgForestry commits to:

1. Promoting the belief that diverse backgrounds and perspectives are vital to solving complex issues;
2. Assuring all voices are heard and valued;
3. Providing Program participants, Board members, employees, volunteers, and alumni the tools and resources - available through the Foundation - necessary to provide equal opportunities for success;
4. Creating awareness and being advocates for the benefits of diversity, inclusion and equity;
5. Addressing actions or policies perceived as contradictory to a culture of diversity, inclusion and equity;
6. Welcoming and listening to perspective on diversity, inclusion and equity from people across the organization and from other stakeholders; and
7. Undertaking continuous improvement understanding this effort is not an event or project, but a way of thinking and behaving that develops and evolves over time.

Diversity, Inclusion and Equity Qualities that will Mentor Favorable Outcomes:

Working together, AgForestry staff, Board of Trustees, volunteers and leadership program participants will cultivate a culture of diversity, inclusion and equity by:

- Communicating in a spirit of goodwill;
- Supporting each other as learners and risk takers;
- Listening carefully to what others say;
- Making sure everyone has a voice; and
- Seeking to understand differing perspectives in an open-minded and constructive manner.
- Recruiting and selecting diverse candidates