



Diversity, Equity, and Inclusion Statement for the U.S. Endowment for Forestry and Communities

Statement

We are committed to building an even stronger organization to support working forests and forest-rich communities. The Endowment's focus on systemic, transformative, and sustainable change for current and future generations necessitates a commitment to diversity, equity, and inclusion. Just as diverse forests are healthy and resilient, diverse voices will help make the Endowment healthy and resilient as well.

Operationalizing the Statement

We are building a culture that encourages, supports, and values the diversity of our team and partners. We will share best practices with other organizations and foster an environment that nurtures diversity of thought to help us make better decisions.

Our specific actions include:

- Emphasizing practices that promote recruiting diverse candidates to our staff, consultants, and Board of Directors.
- Creating more equitable internal processes, including investing in staff training, evaluating our grantmaking processes, and considering DEI when evaluating our investments.
- Investing in capacity building with a diverse group of community and place-based organizations within the rural forestry sector through our programmatic work.
- Adopting "No Tolerance" policies regarding discrimination and harassment of current and prospective employees and vendors.
- Ensuring clear reporting procedures for harassment and discrimination through both management and the Endowment's Board of Directors.
- Recurring reviews of employee pay and benefits by independent compensation consultants to ensure equity.
- Requiring mandatory training on harassment prevention and unconscious bias.
- Initiating routine staff, Board of Directors, and peer organization surveys and other means of anonymous feedback to help evaluate our culture.