



Rosemary's Babies Company Diversity and Inclusion Statement

At Rosemary's Babies Company 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. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments, programs, and worksites. 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 entire teen parenting industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, Rosemary's Babies Company strives to:

- Commit to having a Leadership Board aka "Board of Directors" who are diverse and are representative of the population and the community we serve.
- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the arts communities 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 board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

Rosemary's Babies Company abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts. Once the content is curated it will be added to our website so others can access.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.

Rosemary's Babies Company abides by the following action items to help promote diversity and inclusion within our Leadership Board aka Board of Leaders:

- Advertise in ethno-specific publications.
- Partner with ethno-cultural organizations to make them aware of available positions and to help identify qualified candidates.
- Target individuals who are active within the community.
- Build links to services that search for or match boards and qualified board members.
- Advertise in major newspapers.
- Send e-communications to potential board members when openings become available.
- Publish board vacancies on a website.
- Mobilize board members to recruit through their networks
- Providing education/training on diversity and cultural competence
- Involving diverse board members in board work and decisions
- Ensuring the board reflects the community served
- Providing mentors
- Encouraging and supporting leadership opportunities for board members of color
- Getting the leadership (board chair and chief executive) to commit and demonstrate commitment to diversity and inclusion

If employees, volunteers, staff and/or a community organization has input or questions related to this policy please contact:

CEO: Rosemary Oglesby-Henry | rosemary@rosemarysbabies.co

Board Chair: Steve Wesselkamper | Leadershipboard@rosemarysbabies.co

What is diversity, inclusion, and equity?

Before creating your statement and policy, it's important to have a basic understanding of what those three words mean and the differences between them.

Diversity

Diversity is the presence of difference within a given 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. You're not looking for a diverse candidate. Diversity is about a collective or a group.

Inclusion

Inclusion has to do with people with different identities feeling and/or being valued, leveraged, and welcomed within a given setting (whether that's a team, workplace, or industry). 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.

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.