



## Marin Art and Garden Center

### Policies on Diversity, Equity, Inclusion and Access

#### **Policy/Goal 1**

Attract, recruit, hire, develop and retain diverse, multi-culturally sensitive staff and board members who are representative of Marin County's diversity and can work effectively in cross-cultural environments.

- Apply outreach efforts and create opportunities to attract diverse employees, board members, interns, task force/committee members and community volunteers.
- Ensure that equitable practices exist for recruiting, hiring, developing and promoting staff, interns and volunteers.
- Periodically review organizational personnel policies and practices, including compensation, promotion and organizational culture to ensure equity.
- Conduct an annual review of board DEIA composition and culture.
- Oversight of DEIA efforts is the responsibility of the Marin Art and Garden Center's Board of Trustees Governance Committee.

#### **Policy/Goal 2**

Develop and implement an organizational culture of equity, inclusion, respect, trust, engagement, cultural sensitivity and cultural humility.

- Provide professional development opportunities for board, staff and volunteers to learn to recognize unconscious biases, and to develop and increase cultural humility.
- Develop policies, procedures and cultural norms that foster organization-wide trust, open communication and accountability.
- Create a culture of recognition, respect and celebration for diversity, equity, inclusion and accessibility.

#### **Policy/Goal 3**

Communicate in a way that reflects our values and commitment to diversity, equity, inclusion and accessibility. Publicly communicate developments and progress related to all goals as frequently as warranted, but at least annually. Communications include, but are not limited to on-site signage and interpretative materials; promotional and program information; development appeals; business policies and practices and online and social media content.

- Communicate our values of diversity, equity, inclusion and accessibility in internal and external messages.
- Build relationships with diverse community members to identify shared values.
- Create inclusive messages that reach diverse audiences.
- Identify, utilize and leverage channels of communication that reach diverse audiences.

**Policy/Goal 4**

Build, strengthen and retain strategic partnerships with community groups, organizations, businesses, contractors and individuals that serve and represent Marin County's diverse communities.

- Develop relationships with community partners who represent, serve and/or engage with Marin County's diverse residents.
- Provide equitable access to Marin Art and Garden Center as a primary engagement method to build relationships with partner organizations and underserved communities.
- Include DEIA criteria in evaluation of contractors and business partners.
- Encourage staff and board member participation in events and activities hosted by diverse community partners.

**Policy/Goal 5**

Identify and implement community-oriented, cross-cultural programs and projects that provide benefits for Marin County's diverse communities and further our mission.

- Identify and listen to the needs and interests of audiences, key stakeholders and communities historically underrepresented from the Arts, Gardens, Conservation and other fields consistent with the Center's mission.
- Develop, modify or create programs and projects that serve diverse populations and support community appreciation for diverse cultures and perspectives.
- Programming should span from pre-school to school-age to adult audiences.
- Promote equitable access to Marin Art and Garden Center's resources. Access refers to the elimination of physical and virtual barriers that restrict visitors from enjoying the Center's campus and programs.