

# Midpeninsula Regional Open Space District

## Board Policy Manual

<b>Equality, Diversity and Inclusion</b>	<b>Policy 6.08 Chapter 6 – General</b>
Effective Date: 3/23/16	Revised Date: N/A
Prior Versions: N/A	

### Policy

The District is committed to supporting equality, diversity, and inclusion of all facets of society, the principles of which include fairness of treatment, recognition of rights, acceptance of responsibilities, commitment to equality, and dedication to expanding opportunities for all. Valuing diversity is a core District principle that will be practiced and communicated at all levels of the organization.

### Purpose

Members of our community face opportunities and challenges related to diversity pertaining to race, religion, gender, ethnicity, language, age, sexual orientation and gender identity, socioeconomic background, diverse abilities, and disabilities. It is important for members of our community and the District as a whole to assume the responsibility of seizing the opportunities and facing the challenges created by diversity.

Inclusion and equality is not about ‘treating everyone the same’, but recognizing that everyone is different, that there are strengths inherent in those differences, and that people’s needs are met in different ways. This can be as a constituent, District visitor, District Board Director, or employee. Diversity awareness is about understanding that each individual is unique, which then engenders recognition, respect, and celebration of the added value that differences bring.

### District Board, Staff, and Volunteers

We want our workforce culture to promote and embrace equality, diversity, and inclusion, and we recognize that each individual adds value to a team. We know our strength comes from building on and valuing our staff and visitors’ differences and similarities. By practicing inclusion, we encourage staff from all backgrounds to bring and share their own unique perspectives to their work here at the District. We recognize that we need to draw on talent from the entire population to be innovative, creative, and effective in service delivery. We are committed to supporting our workforce to develop and to commission or deliver high quality services.

Nothing in this policy is intended to supplant, replace or supersede existing local, state or federal law, or District policies in conformance with those laws.