



Diverse and Inclusive Practices

This work rests on the fundamental assumption that our work in the nonprofit community is enriched and made better by having a diversity of voices, viewpoints, and skill sets around our organizational table- encompassing Board, management, staff, contractors, vendors, and investments.

Step 1: What diversity means to your organisation.

- Race
- Ethnicity
- Age
- Gender
- Sexual Orientation
- Physical Ability
- Philosophy and viewpoint
- Class background
- Parental status
- Geographical representation

Together, these factors form a rich community of opinion and skills that a homogenous community cannot begin to match.

Step 2: Our commitment to diversity and inclusion as an organisational policy affirmed by the board of trustee's approval.

Dimensions may include:

- Board composition
- Management composition
- Other Staff/Volunteer composition
- Contractor composition
- Vendor composition
- Investment practices
- Training for targeted groups



Step 3: Translate policy into plan.

If the current state of diversity within the organisation falls short of the vision expressed by the policy, we will create a plan by which Norwood Community Group Services will work toward complying fully with the policy over an appropriate period of time.

- Include diversity-related measures in the performance goals of the CEO and other managers, as appropriate.
- Review and make appropriate changes to personnel policies to comply with organisational diversity policy.
- Develop and implement a plan for any additional Board or staff training on diversity issues.
- Ensure compliance with accessibility requirements: languages, etc.
- Develop and adopt appropriate diversity indicators for Board, management, and staff, collect baseline data, and implement and report periodically on policy and plan compliance.
- Conduct proactive outreach for diversity candidates at all levels of diversity policy.
- Review and make appropriate changes to contracting policy for contracted (1099) staff and supply contracts with vendors.
- Explore socially responsible investment options and work toward implementation with appropriate committees or advisors to achieve policy compliance.
- Evaluate progress toward plan goals annually and adjust strategies and tactics accordingly.



Diverse and Inclusive Policy

The Norwood Community Group Services Board of Trustees adopted the following diversity policy in 2013:

- Norwood Community Group Services are committed to bring together people, ideas, and resources to break down barriers to the creation, promotion, and sustainability of a healthy and just society. Therefore, diversity is core to Norwood Community Group Services mission. We aspire to develop, promote, and sustain an organisation culture and reputation in the communities that we serve as a high performing organization that values, nurtures, and leverages diversity and inclusiveness in all that we do.
- Norwood Community Group Services is committed to ensuring the diversity of its board, staff, volunteers, and programming. We accomplish this through leadership, values, policies, and practices. We define diversity in terms of race, gender, religion, culture, national origin, sexual orientation, gender identity, physical abilities, age, parental status, and socio-economics. We respect different experiences and cultures across this diversity and will work to create a culture in which diverse people feel supported, recognized, and rewarded in making their best contributions to the mission of our organisation.
- The board membership shall be made up of smart, talented, engaged, and knowledgeable women and men from diverse racial, ethnic, gender, sexual orientation, cultural, professional, and class backgrounds. The board will develop and implement ongoing plans for its sustainable visibility, outreach, and recruitment to diverse communities. The board shall monitor and report its progress toward these goals annually. The board and staff will adopt appropriate benchmarks to measure annual progress. In the event that Tides is not meeting the benchmarks, Norwood Community Group Services will evaluate what additional and more aggressive steps must be taken to meet the benchmarks.