

**Public Justice**  
**Staff Diversity Policy**  
*Effective 9/20/2022*

Public Justice is committed to a diverse, inclusive, and equitable environment where all staff, including fellows, interns, externs, and members feel respected and valued regardless of gender, gender identity or expression, age, race, ethnicity, religion, national origin, sexual orientation or identity, disability, education, veteran status or any other bias.

This policy is fully supported by senior management and staff and is underpinned by an organization-wide improvement plan, progress against which is reported regularly to senior management and staff.

**Definitions**

We consider:

***Diversity*** to mean a wide range of qualities, attributes, perspectives, or social identities (Representation).

***Equity*** to mean Everyone has what they need, accounting for unjust advantages or disadvantages based on social identities. Focus is on outcomes.

***Inclusion*** to mean a diversity of people, particularly historically disenfranchised people, fully participate, have decision-making authority, hold power, and have agency. Focus is on engagement.

Diversity, equity and inclusion are not interchangeable but interdependent. There can be no equality of opportunity if differences are not valued and harnessed.

- We're committed to being nondiscriminatory and providing equal opportunities for employment, internships, externships and advancement in all areas of our work.
- We respect the value that diverse life experiences bring to our staff, and we strive to listen to their views and give them value.
- We're committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.
- We're committed to building trust, understanding change is a process and honest communication is an action.

Our philosophy on our goals to provide informed leadership for diversity, inclusion, and equity include:

1. We will strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of those we serve.
2. We will advocate for and support board-level thinking about how systemic inequities impact our organization's work, and continually update and report organizational progress.

3. We aim to recognize and address inequities in our policies, programs, and services.
4. We will update and document progress on our diversity, equity, and inclusion practices.
5. We promise to investigate underlying assumptions that interfere with our diversity policy.
6. We commit to advocating for systemic inequities that impact our work and address it according to this policy and in accordance with our mission.
7. We commit to challenging commonly accepted notions about what constitutes diversity within our organization.
8. We commit to being transparent about diversity in our interactions among one another.
9. We will dedicate our time and resources to expanding greater diversity within our staff.
10. We commit to leading with respect and tolerance.
11. We encourage all employees and volunteers to express this in their work within our organization.

Public Justice agrees to abide by the following action items to promote diversity, inclusion, and equity in our work:

1. We will create new learning opportunities and formal, transparent policies as we strive for cultural competency throughout our organization.
2. We will reach inward to examine our personal bias – conscious and unconscious to eradicate microaggressions.
3. We will conduct, identify and publicly share research related to equity so that we can document progress in the area of diversity, inclusion, and equity
4. We will model the way to take action to improve diversity, inclusion, and equity among our staff.
5. We will identify resources for our underrepresented constituents by networking with other organizations that are also committed to efforts for diversity, inclusion, and equity.
6. We will develop internal resources that demonstrate our commitment to diversity, inclusion, and equity and present them to our members and members of our community.
7. We will develop a transparent and actionable system to create awareness and address biases during our outreach, recruiting, hiring, and evaluating processes.
8. We will train our employees to be responsible for equitable practices in orienting, onboarding, and training our workforce, including volunteers.
9. We are committed to developing a system for being more intentional and conscious of bias during the hiring, promoting or evaluation process. We will train our hiring team on equitable practices.
10. We will be transparent about the salary range for public job descriptions.
11. We will advocate for public and private policies in the public sector that promote diversity, inclusion, and equity
12. We will challenge structural systems and policies that maintain inequity, disparity, and oppression.
13. We will generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, equity, and inclusion efforts.
14. We will improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership and reflects the diversity of our society.