



NEW YORK - NEW JERSEY TRAIL CONFERENCE

DIVERSITY, EQUITY, AND INCLUSION POLICY

Approved by the Board on January 28 , 2020

1 STATEMENT OF POLICY

The New York-New Jersey Trail Conference is a volunteer-powered organization that builds, maintains, and protects public trails. Together with our partners, we strive to ensure that the trails and natural areas we share are sustainable and *accessible for all to enjoy for generations to come*.

In celebrating people of all skill levels and abilities, we value a diverse community of volunteers, employees, partners, and individuals with a deep connection to nature and a desire to preserve it. Through a broad diversity of experiences and perspectives, we unite under a common purpose to protect the lands we love.

We believe in a diverse membership, board, and staff to establish an open environment inviting to all members of our broad community while empowering them to make a difference. The Trail Conference embraces and selects candidates for employment from a wide variety of backgrounds based on work and life experience as well as degrees and academic progression. Through this approach, we hope to provide a platform to grow the community of trail users and to provide resources to the public, regardless of age, gender, race, socio-economic background, and other common "differences". In our free workshops, we welcome people of all backgrounds to learn and grow in a supportive environment, allowing everyone the opportunity to reach their fullest potential.

We work diligently to ensure the implementation of these practices in our organization and through inclusion we intentionally build a culture that values diverse ideas and participation from all. By working to minimize any barriers to involvement and volunteerism, we strive for a staff and volunteer body that reflects the people we serve. Equity in our community is established through a process that begins with a commitment to recognizing often unconscious cultural and personal biases and to using identified strengths and advantages to empower each other and overcome barriers. We consistently engage in a process that allows us to provide opportunities for all and to serve as a driving force that works to improve any imbalances. We offer free volunteer opportunities for people of every age and ability level, ensuring that no interested person is ever turned away. The Trail Conference joins the fight for free, public access that allows people from all walks of life to share in the joys and benefits of open space.

2 EFFECTIVE DATE AND PRIOR POLICIES REPLACED

This policy is effective upon Board approval.