

## COMMITMENT TO DIVERSITY, EQUITY, & INCLUSION

### OUR WHY

Sustain Charlotte is committed to building a more just and equitable Charlotte region. We believe sustainability is only achievable when we recognize the ongoing disparities in our neighborhoods and communities and seek to address their root causes.

We work tirelessly for equity, inclusion, diversity and access to ensure that people with marginalized identities have the opportunity to safely live, work and play in a city that is healthy, equitable and vibrant for all.

### VISION

At Sustain Charlotte, we are committed to diversity, equity, and inclusion in all facets of our operations, including:

- Hiring and recruiting practices
- Board member selection
- Communications and marketing efforts
- Advocacy work and public outreach
- Event planning

We prioritize building relationships and experiences that are inclusive and welcoming to people of all backgrounds and abilities. We believe in giving everyone a voice and treating each person with respect and dignity, embracing their differences and welcoming their ideas with an open mind.

We strive to ensure that initiatives that guide our growth as a nonprofit, as well as those that impact future development in Charlotte, are implemented equitably and consistently.

### STRATEGY

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The following examples embody our commitment to DEI in our organizational history, in our engagement within the community, and in our sourcing and hiring practices and fostering an inclusive culture. *This list is not exhaustive.*

### **Establishing a strong foundation**

- Our organization has brought more walking, biking, and clean transit options to black and brown communities to address vehicle emissions, one of the largest sources of environmental harm. We've also worked to raise funding to support developing more green spaces (parks and greenways) for these communities.
- We've intentionally partnered primarily with black and brown neighborhoods over the years to address their concerns (environmental and more).
- We advocated for and helped secure adoption for [Charlotte's 2040 Comprehensive Plan](#), which is centered on making Charlotte a more equitable city.
- We have partnered with over a dozen low-to-moderate income neighborhoods throughout Charlotte's crescent to help them bring about changes they desire, often resulting in city and/or county investment. These investments include new pedestrian and/or bicycle infrastructure, new public transit service, and new or improved parks.
- We formed a [transportation coalition](#) and ensured that the steering committee represents low-to-moderate income neighborhoods from across Charlotte's crescent.

### **Prioritizing DEI in our advocacy work**

- Advancing intragenerational and intergenerational equity is embedded in our mission statement: *to inspire choices that lead to a healthy, equitable, and vibrant community for generations to come.*
- We advocate for Park and Recreation investments to prioritize historically underserved neighborhoods.

- We advocate for city housing policy that allows duplexes, triplexes, and quadplexes to be built in single family home neighborhoods to provide more affordable housing options in more neighborhoods.
- We advocate for transportation choices that don't require owning a car since vehicle ownership is unaffordable for many residents and driving is not possible physically or mentally for many residents as well.
- We review all marketing and communications materials to ensure that they respectfully and appropriately reflect diversity of race, age, gender, and various lifestyles and abilities.
- We host events at geographically diverse venues across Mecklenburg County.
- We work to ensure speakers at our events represent a range of perspectives by seeking speakers of different races, ages, and genders
- In general, when we advocate for a specific policy, plan, practice or budget item we do so using an equity lens, and speak about how what we are advocating for will further equity. If it does not, we do not advocate for it.

### **Applying DEI principles to foster diverse talent**

- We advertise our job openings via a broad range of media outlets and job boards including those that serve racially diverse candidates.
- We prioritize interviewing and hiring candidates of color for all employment opportunities including full time, part time, internships, and contracts.
- We encourage and provision DEI trainings for staff and board members.
- Our job openings are advertised via a broad range of media outlets and job boards including those that serve racially diverse candidates.

For more information about Sustain Charlotte, our mission, or our hiring practices, please reach out to [info@sustaincharlotte.org](mailto:info@sustaincharlotte.org).