CODE Black Tech, Diversity and Inclusion Statement

CODE Black Tech. strives to be a diverse, inclusive, and equitable workplace where all employees, volunteers, and participants, whatever race, ethnicity, religious preference, age, [mental, emotional, or physical] disability, sexual orientation, gender identity, military service, or gender feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for the entire arts industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, CODE Black Tech strives to see diversity, inclusion, and equity as connected to our mission and critical to ensuring the well-being of our staff and the communities we serve.

Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.

Advocate for and support thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.

Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.

Practice and encourage transparent communication in all interactions.

Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.

Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

CODE Black Tech abides by the following action items to help promote diversity and inclusion in our organization:

Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.

Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of our community.

Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices.

Advocate for public and private-sector policy that promotes diversity, inclusion, and equity.