

DIVERSITY GOALS AND OBJECTIVES

NRDC believes in the inherent value of diversity and equal opportunity, recognizing that a truly diverse workforce will bring a wider array of perspectives, as well as more innovative and effective solutions to our programs and organization. In addition, NRDC's mission statement pledges to help "break down the pattern of disproportionate environmental burdens borne by people of color and others who face social or economic inequities."

Numerous dimensions of diversity are part of the changing world in which we live. Characteristics of diversity include, but are not limited to, differences in gender, race and ethnicity, sexual orientation, gender identity, age, physical abilities, religious and political beliefs, and socioeconomic, professional and family status.

NRDC's diversity efforts aim to provide a process for all of us to better appreciate, understand, accept and respect each other and the factors and situations that motivate our personal beliefs, values and behaviors. In support of these goals and beliefs, NRDC seeks to:

- Create workplaces where true diversity, not tokenism, is fostered and where different perspectives are valued and freely exchanged;
- Ensure that all members of the NRDC community feel welcomed and respected, and that all have the same opportunities to thrive and advance within the institution;
- Strengthen NRDC's participation in communities particularly affected by environmental inequities; and
- Maximize staff and organizational productivity and effectiveness.