



Resource Conservation & Development, Inc.

Empowering Citizens to Build Strong Communities

1517 Broadway, Suite 101, Scottsbluff, NE 69361-3184

Phone: 308-632-1311 ☐ FAX: 308-632-7671

E-mail: panhandle.rcd@allophone.com

www.panhandlercd.com

Diversity Policy

Panhandle RC&D acknowledges and respects the value of a diverse community. Diversity refers to differences that significantly affect the way we experience ourselves and are treated by others. Diversity includes race/ethnicity, religion, socioeconomics, education, age, sexual orientation, and gender identity. We will maintain a physical, psychological, and emotional environment that creates, fosters, and sustains diversity and inclusion and eliminates discrimination at all levels. We will promote diversity and inclusion within our organization and make special efforts to encourage the interest and active participation of underrepresented groups.

1. We make readily available basic information about our programs, mission and priorities.
2. We respect the confidentiality of our partners and use discretion in communicating with others about specific organizations and individuals.
3. We are thoughtful and purposeful in our projects and periodically review and evaluate our mission, priorities, policies and practices.
4. We recognize the increasing cultural diversity of the communities we serve and within the limits of our mission seek to reflect this diversity in our projects, and in the membership of our boards and/or among our staffs and partners.
5. We adhere to the highest standards of ethical behavior and maintain an appropriate conflict of interest policy for staff and board members.
6. There is a need for Panhandle RC&D, and other similarly-minded organizations to become inclusive and we recognize an inclusive organization is more effective and successful in every way.

Adopted May 8, 2008



Resource Conservation & Development, Inc.

Empowering Citizens to Build Strong Communities

1517 Broadway, Suite 101, Scottsbluff, NE 69361-3184

Phone: 308-632-1311



FAX: 308-632-7671

E-mail: panhandle.rcd@allophone.com

www.panhandlercd.com

Diversity Action Plan

Current needs include: engaging in a constant dialogue with various community leaders in order to recognize and fulfill the needs of the diverse Nebraska Panhandle landscape; achieving inclusivity, which includes the recognition that diversity representation is not an end in itself but a means to inclusiveness. The understanding that increasing the number of diverse participants does not necessarily change organizational culture is imperative; adopting policies without a plan to develop understanding and cultural competency impedes success. That being said, the following items encompass the Panhandle RC&D Diversity Action Plan:

1. Creating and implementing self-assessment tools, to be done on a yearly basis in order to help evaluate and move diversity efforts forward.
2. Being a model for similar organizations in the Panhandle and throughout Nebraska in order spread understanding innovation in this field.
3. We will make every reasonable effort to provide culturally-sensitive program materials and opportunities, including providing bilingual publications and information, while encouraging and supporting the learning of English for continued and future success.
4. RC&D recognizes the importance of providing opportunities for diverse and inclusive projects to meet the needs of underserved communities, as well as including leaders and members of those populations in the entire process.
5. The definition of diversity and inclusion is broader than race and ethnicity, and the way inclusion is practiced is influenced by the demographics of a particular community, and Panhandle RC&D pledges to recognize this fact and cater to the diverse populations within our own specific communities.
6. Obtaining feedback from the Panhandle communities we serve is the best and most effective way to ensure a climate of inclusiveness. Panhandle RC&D will utilize surveys, meetings with community representatives, obtaining feedback from partners, conducting site visits, and attending community meetings in order to adapt to the continually changing landscape throughout our service area.
7. Finally, Panhandle RC&D commits to the recruitment of a diverse staff and board, as well as diversity within the projects we support and initiate.

Adopted May 8, 2008