



Policy Title: Diversity, Equity and Inclusion Policy Statement

Date Last Updated: May 9, 2022

Friends of the Kaw Position on Diversity, Equity and Inclusion:

Policy Statement

Friends of the Kaw (FOK) acknowledges the land through which the Kansas River flows is the original homeland of many Indigenous peoples. The Kansas River, known locally as the Kaw, and by extension, FOK, are named after the Kanza/Kaw people. As FOK works to protect, advocate for, and discover the Kansas River, we acknowledge the painful history of forced removal to and from this land. We acknowledge the many Indigenous peoples historically and still connected to the land on which we live, work, and play.

This policy is established to promote diversity and equity and to ensure, to the maximum extent possible, the inclusion of marginalized communities in FOK's operations including FOK's board of directors, employment, programming, and community outreach and collaboration.

Definitions

Diversity means the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs, including underserved communities.

Equity means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.

Inclusion means the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.



FOK Board of Directors

Through its oversight responsibilities, FOK's board of directors is committed to supporting DEI within FOK's operations, including in the composition of the board. The board believes it can provide the best service to FOK and its community if it is composed of diverse individuals with a variety of perspectives and experiences reflecting the population of the Kansas River Watershed. To that end, FOK will consider DEI in soliciting nominees for positions on the board. The board will consider DEI when electing members to the board.

Employment

FOK is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. FOK strictly prohibits and does not tolerate discrimination against employees, applicants, or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including gender, pregnancy, sexual orientation, and gender identity), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, or any other characteristic protected under applicable federal, state, or local law. All FOK employees, other workers, and representatives are prohibited from engaging in unlawful discrimination. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, training, promotion, discipline, compensation, benefits, and termination of employment.

Programming

FOK will consider this policy in developing its programming, including considering content, leaders, and participants.

Community Outreach and Collaboration

FOK recognizes and celebrates the diversity present within the Kansas River watershed. FOK welcomes all people, regardless of their race, color, religion, creed, national origin or ancestry, ethnicity, sex, sexual orientation, gender identity, and disability, as members and to all FOK events and activities. FOK acknowledges that a component of welcoming all people to protect, advocate, and discover the Kaw is working to create safe spaces for all people, especially minority and underrepresented communities. FOK seeks to partner with organizations that uphold the principles expressed in this policy



statement and specifically desires to include underrepresented communities in its membership, events, and activities.

Policy Review

FOK will review this policy annually to determine whether any revisions are appropriate and to evaluate FOK's current practices and procedures in light of the policy.