FOUNDATIONAL ACTIONS

These actions must be completed to receive a ribbon

INSTRUMENTAL ACTIONS

Choose any combination of these actions to equal an additional 10 points per ribbon.

Receive an additional 25 points for achieving your ribbon.



| | Theod actions made be completed to receive a ris | | | | | ' | Equity |
|--|--|------------------|--|---------------------|--|-----------------------------|-----------------------------------|
| | | | | | COMPLETED POINTS | 1 | |
| | EQ1 : Create a resilience plan | 5 pts | □ EQ8 : Be a woman-owned/led or minority-owned/led organization | 2 pts | | | |
| | EQ2: Adopt a broad and inclusive definition of diversity | 2 pts | □ EQ11: Join local diversity networks + | 1 - 5 pts | | | |
| | EQ3: Develop a vision for your diverse and inclusive organization | 2 pts | ☐ EQ12: Practice external transparency | 2 pts | | | |
| | EQ4 : Develop your organizational strategy to achieve your D+1 vision | 5 pts | □ EQ13 : Write and implement a recruitment policy to encourage diversity and inclusi | on 1 - 9 pts | | | |
| | | | □ EQ17: Write an inclusive, flexible scheduling policy | 1 pt | | TOTAL POINTS | .0000 |
| | | | □ EQ18: Write an inclusive dress code policy | 1 pt | | | |
| | | | □ EQ21 : Offer employee wellness programs | 1 - 3 pts | | | |
| | | | □ EQ23: Communicate your D+I policies and vision consistently | 1 pt | | | WHITE RIBBON: 25 POINTS |
| | | | ☐ EQ24: Create and utilize an engaging and robust D+l training program | 1 - 3 pts | | | |
| | | | □ EQ26: Develop a policy that encourages diversity among suppliers | 1 pt | | | |
| | | | □ EQZ8: Volunteer with local organizations + | 1 - 22 pts | | | |
| | | | | | Complete foundation | al actions and 10 points of | |
| | | | | | • | • | _ |
| | | | | | COMPLETED POINTS | | |
| | EQ5: Assess your organization for barriers to inclusion | 1 - 8 pts | □ EQ9: Assess managerial capacity to implement and support D+l initiatives | 2 pts | | | |
| | EQG: Assess your workforce diversity EQ7: Develop a standard system to measure the progress of your D+I Initiatives | 10 pts 5 pts | ☐ EQ14 : Support or Provide professional development opportunities for all employees | 1 - 2 pts | | | |
| | | | □ EQ22: Create a D+I Advisory Committee | 2 pts | | | |
| | | | □ EQ25: Write and implement a policy to market your products or services inclusively | 1 - 3 pts | | TOTAL POINTS | |
| | | | □ EQ29: Offer employees paid time off to volunteer | 2 pts | | | |
| | | | □ EQ32: Locally source your goods and services | 1 - 5 pts | | | RED RIBBON: 25 POINTS |
| | | | ☐ EQ33 : Sponsor local sustainability or social equity organizations or campaigns | 1 - 10 pts | | | |
| | | | | | Complete foundation | al actions and cumulative | 20 points of instrumental actions |
| | | | | | | | |
| | | | | | COMPLETED POINT | S | |
| | EQ15: Practice and implement pay and pay-scale equity | 1 - 5 pts | □ EQIO: Practice socially responsible investment | 2 pts | | | |
| | | 1 - 5 pts | □ EQ16: Pay and support a living wage for all employees | 1 - 6 pts | | | |
| | EQ20: Provide inclusive and comprehensive benefits to FTEs, options for PTEs | 5 pts | ☐ EQ27: Create a Community Affairs committee | 2 pts | | | |
| | | | E030: Partner with local nonprofits/community organizations to engage the broader community in sustainability issues | 2 - 8 pts | | TOTAL POINTS | |
| | | | EQ31: Support employees who wish to join nonprofit boards, or who are already members of a nonprofit board | 2+ pts | | | BLUE RIBBON: 25 POINTS |
| | | | | | Complete foundational actions and cumulative 30 points of instrumental actions | | |
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