



Organizational Diversity, Equity, Inclusion, and Justice Pledge

June 10, 2022

Overview

Browning the Green Space (“BGS”) is a coalition of leaders and organizations that share the commitment to advance Diversity, Equity, Inclusion, and Justice (“DEIJ”) in clean energy and beyond. BGS operates at the intersection of environmental justice, economic justice, and social justice, and our mission is threefold: to create jobs, build wealth, and reduce the energy burden on communities of color.

BGS is committed to the values of community first, climate justice, trust, transparency, and collaboration. Through our membership initiative, we seek to educate, connect and engage the clean energy sector in action toward a just energy transition for Black and Brown communities. BGS has developed this Organizational DEIJ Pledge (“the Pledge”) to support members of the BGS community in honoring their commitment to ongoing assessment and improvement on their organizational DEIJ journeys. The Pledge is intended to be inclusive of all organizations no matter where you are in your DEIJ work as long as you share in these values and are committed to progress.

By becoming a BGS member and signing the Pledge, you are joining a movement of leaders who are committed to the values of diversity, equity, inclusion, and justice. Committing to these values is only a starting point for change and progress. Our collective action can move the needle on these complex problems and it starts with each of us making this shared commitment.

At the outset of your agreement to the Pledge, a BGS representative will conduct an interview with your lead DEI representative to confirm that you are willing to commit to the factors set out in the Pledge. Subsequently, a BGS representative will conduct an annual review of your improvements and continuing commitment to the Pledge.

We invite representatives of your organization to participate in BGS meetings, online learning opportunities and peer sessions year-round, which will expose you and your colleagues to ideas and inspiration for your organization’s DEIJ improvements.

The Pledge

As a member of BGS, we support aforementioned values and furthermore commit to advance diversity, equity, inclusion, and justice within our own organization and the broader ecosystem. By signing this pledge, we commit ourselves to continuously work on the commitments that follow.

Take Responsibility as Leaders and Build Internal Support

Our efforts will be led by our _____ [e.g., diversity, equity and inclusion executive and/or other members of the leadership team] team. We designate the following individual as our point of contact responsible for liaising with BGS staff on accountability and evaluation:

Name:

Title:

Email:

Our leadership team (e.g., Board, CEO, Founder, etc.) takes responsibility for ensuring the required attention and resources are given. We invite and encourage all members of our team to join in our efforts.

Support Personal Development on Conscious Inclusion

We believe in the power of growth, both personally and professionally. Within this we recognize that everyone has implicit and unconscious biases. We will work as individuals to identify our own biases and educate ourselves on how to minimize and eliminate the influence these have on practices and norms within our work. We recognize that this takes continuous work; thus, we are committed to ongoing training and personal development opportunities for all members of our team.

Prioritize Improvement and Encourage Courageous Conversations

We all have much to learn and improve upon, and we agree to listen to each other, deliver feedback early and often, among all levels of our organization. We hold ourselves accountable to acting on this feedback and check our progress via surveys, audits, and/or peer reviews. Working as a team, we will foster a work environment where anyone on the team is invited to discuss the challenges associated with creating a diverse, inclusive, and equitable workplace in an open and safe environment.

Establish Transparent and Just Hiring and Compensation Practices

We commit to using justice-informed best practices in recruiting and hiring staff from diverse backgrounds and making progress toward building a diverse team of talented individuals. This includes building relationships with Black and Brown serving organizations to support recruitment efforts. We commit to examining our hiring practices for bias and developing transparent processes and expectations for all candidates. This includes prioritization of fair compensation through competitive wages, benefits, and fair growth and advancement opportunities for every team member.

Focus on Retention and Career Advancement

We acknowledge that our work does not end with the successful hiring of diverse team members. We commit to providing ongoing training and personal development opportunities for all members of our team and ensuring our Black and Brown team members benefit from those resources to support their growth within the organization. We commit to work toward diverse representation at all levels of our organization including upper management and leadership and acknowledge that organizational changes may be necessary to support this.

Cultivate a Culture of Belonging

The daily working environment is a combination of formal policies and informal engagement, which manifests in the cultural norms, technologies, and behaviors employees engage with as part of the work culture. We acknowledge our work culture is directly tied to employees feeling a sense of belonging, which can be seen and embedded within retention rate, promotion, and leadership growth. We commit to examining our work culture and systems for signs of bias and with a lens of inclusion and belonging for all employees, regardless of identity. We will work to ensure all employees feel comfortable, safe, and welcome to be themselves.

Engage in Accountability and Evaluation

Improving diversity, equity, inclusion, and justice requires setting stretch goals. We commit to the development and use of relevant metrics to track progress on initiatives over time. We recognize the need for leadership to communicate our goals and values to external stakeholders and follow through on execution of DEIJ initiatives. Our organization commits to assessing all of our policies, systems, and departments with a diversity, equity, inclusion and justice lens. We commit to understanding our starting point so we can evaluate our progress along the way. Additionally, in support of our intention to make progress, our company commits to collect and share aggregated racial, ethnic and gender demographic data with BGS.

Pledged Organization's Signature

Signature	Date
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Name

Title

Organization

ACCEPTANCE BY BGS REPRESENTATIVE
Signature
Name
Date