



California FarmLink's 12 DEI Principles

- 1 California FarmLink is committed to challenging and working to dismantle racist and other systemically oppressive cultures in the United States that operate within our organization and throughout our services. We acknowledge and commit to addressing legacies of racial, gender, and other inequities by intentionally "being the change we want to see in society" as anti-racist, equitable, and inclusive individuals, as an organization, and in our field of service.
- 2 California FarmLink establishes its commitment to diversity, equity, and inclusion through organizationally created and adopted mission, vision and values.
- 3 The board of directors and executive director, or a deputized DEI Officer, keep the organization accountable for living these DEI principles and practices by periodically checking and monitoring their implementation and the organization's culture.
- 4 As a nonprofit organization providing capital and business development services, we are an evolving institution that strives to maintain honesty, integrity, and humility in our work with all stakeholders. We acknowledge that collaboration, teamwork, and community input and influence are key to fulfilling our mission.
- 5 Our work builds on those who have come before us in fighting for economic and racial justice. We commit to partnering and collaborating with local, state, and federal networks and to participating in inclusive alliances that most equitably impact the farming communities we serve.
- 6 FarmLink is committed to intentionally and actively engaging external stakeholders, clients, and end-users, who are often unintentionally excluded from key functions such as governance and planning. It is our express intention to continue to work on better reflecting the demographic communities we serve.
- 7 Internally, we strive to maintain a positive, productive, inclusive, transparent, and supportive work environment. As an organization, we strive to adhere to and practice these and all other DEI principles and values outlined in organizational documents.
- 8 As a way of reflecting on effective DEI practices and to continuously improve where necessary, we use monitoring and evaluation systems at all levels of our organization to hold ourselves accountable to our diverse farming communities, our staff and board members, our supporters, and our partners.
- 9 We ensure that all fundraising and philanthropic activities, communications, and investment initiatives reflect, are responsive to, and engage the rapidly changing and increasingly diverse farmer population in California.
- 10 To lift the needs and voices of farmers and ranchers of color in California, we use inclusive and equitable language in all written, electronic, visual, and verbal communications.
- 11 We adopt a nondiscrimination statement and implement it in the administration of all programs and policies. In full compliance with local, state, and federal law, we see nondiscrimination statement requirements as the "floor," not the "ceiling." For us, we work continuously to become the most diverse, equitable, and inclusive organization we can be.
- 12 We intend to be an accessible organization and workplace and make every effort to accommodate the needs of all end-users and stakeholders. We aim to provide the best in-person, virtual, and remote services to meet their needs.