



Diversity, Equity, and Inclusion at Grassroots Ecology

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All people have the right and responsibility to be stewards of their local lands, waters, and communities. We recognize that historical oppression and ongoing social injustice impact all aspects of our lives, including access to the outdoors and meaningful engagement with nature. Grassroots Ecology is committed to our role in addressing the barriers and inequities that exclude people from environmental activities.

Diversity, equity, and inclusion are foundational to our mission because we believe that:

- **Real environmental change is only possible through everyone's involvement.**

We are devoted to building a community of staff, board members, and program participants that represent the full diversity of San Mateo and Santa Clara Counties.

- **Environmental knowledge and stewardship can be a catalyst for social change.**

We commit to restoring ecosystems and facilitating empowering outdoor experiences in areas that have fewer resources. We will allocate at least 30% of our funds and staff time to communities with less access to nature or environmental education because of economic inequity, historic marginalization, or displacement.

- **Nature is all around us, and there are many ways to enjoy and protect it.**

We pledge to ensure our programs are culturally relevant to the communities we serve and engage. In addition to our work in preserves and open spaces, we will integrate projects that reflect an expanded definition of the outdoors—including backyards, neighborhood streets, urban parks and gardens, vacant lots, etc. Our work will evolve with the needs of our community.

- **Connecting to nature is an essential part of healthy lives and human communities.**

We are intent on creating a culture of empathy, accountability, and relationship building. We believe that restoring biodiversity together can restore our own interconnectedness, wellness, and sense of place in a fast-moving world.