

Diversity, Equity, and Inclusion Policy

New Mexico Wild embraces diversity, equity, and inclusion throughout the operation of our organization. We celebrate and cultivate diversity in age, religion, ethnicity, gender identity, sexual orientation, health status/disability, family status, national origin, socio-economic class background, political affiliations, and other attributes that contribute to our collective ability to meet the goals of New Mexico Wild. We welcome and seek out opportunities to integrate diverse perspectives and approaches that strengthen our work.

Our diversity policy is applicable to the board of directors and personnel actions including, but not limited to, recruiting, retention, promotion, and disciplinary action; compensation and benefits; work assignments; and other aspects of building and fostering a work environment that encourages and promotes:

- Work/life balance that recognizes individual employee's unique needs
- Teamwork that values diversity by recognizing the contributions of all employees
- Respectful communication and cooperative interaction among all employees

It is our policy that New Mexico Wild employees always treat co-workers and members of the public with dignity and respect. We recognize that our voice is stronger when we actively support diversity, equity, and inclusion in all matters associated with our mission of protecting, restoring, and promoting the enjoyment of New Mexico's wildlands and wilderness areas.

As an external reflection of these values, we are committed to environmental justice and equity not as a set of actions to be checked off once, but as a daily committed practice and a body of work that is shared collectively. We will work to ensure that those most directly impacted and historically marginalized have the resources, tools, and power to meaningfully engage in the protection and enjoyment of their public lands.

Any employee who believes they have been discriminated against or subjected to inappropriate behavior in the workplace or during New Mexico Wild sponsored activities should report their concerns to their immediate supervisor or the Executive Director. If an employee has a concern about the Executive Director, they should contact the President of the Board of Directors. Employees found to have engaged in inappropriate conduct or behavior in violation of New Mexico Wild's Diversity, Equity and Inclusion Policy may be subject to disciplinary action.

Volunteers participating in New Mexico Wild service projects and outings are also expected to adhere to and uphold the organization's policy of mutual dignity and respect.

Approved by Committee 10/13/21