



# **Diversity, Equity, & Inclusion (DEI) at SBC**

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# DEI POLICY

***Diversity, Equity, and Inclusion (DEI) is central to how we operate and engage with our community and clients.***

We are committed to diversity, equity & inclusion (DEI), with a particular focus on climate and environmental justice. We recognize the historical and existing marginalization of low-income and Black, Indigenous, and People of Color (BIPOC) communities, as well as the systemic oppression, racism, and cultural biases that have created power disparities in our society. We are committed to actively identifying and pursuing ways towards a more inclusive, just, diverse, and equitable society in our workplace and in all our engagements.

We recognize that the broader sustainability field lacks diversity, and that we must work to combat this by intentionally fostering inclusion of diverse voices in all aspects of our work. We pay particular attention to fostering diversity and inclusion across race, ethnicity, sexual orientation, gender identity and expression, religion, age, ability, and immigration status.

Now and in the future, we will continue to keep our North Star pointing towards justice, diversity, equity, and inclusivity – in our culture, recruiting and hiring, services, purchasing decisions, partnerships, client relationships, philanthropy, and activism. As we take these actions, we strive to address and unlearn the biases that hold us back.

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**Employees:** We thrive as a consultancy by having diverse views and we make it a priority to ensure that our culture is inclusive and welcoming, and to build equitable organizational processes that are flexible and responsive to each of our staff members' needs.

In addition, we see it as the responsibility of every employee to seek to be actively anti-racist. We pursue this goal through shared learning and discussion, as well as by supporting our employees along their personal and professional development journeys.

**Clients & Partners:** SBC's goal is to consistently work to push our clients, partners, and suppliers to disclose, embrace, and improve upon their DEI efforts in all of their practices and operations. We are proud to work with clients and partners that work to advance diversity, equity, and inclusion. We will continue to raise the bar for our network going forward.

**Communities:** We aim to elevate and support organizations that identify as BIPOC, woman, LGBTQ+, minority, disabled, and veteran owned in the communities we serve. SBC is committed to giving back to the community through our time, talent, and financial donations. Additionally, we are proud to advocate alongside and for our clients and partners in the fight for racial, social, and environmental justice.

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