



Sustainable
Business Consulting



Diversity, Equity, & Inclusion (DEI) at SBC

DEI POLICY

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

We strongly believe in and support the Black Lives Matter Movement and recognize the historical and existing marginalization against all members of the Black, Indigenous and People of Color (BIPOC) communities, as well as the systemic racism and cultural biases within our society.

As a company focused on sustainability, we acknowledge that more action needs to be taken, and that there is also an undeniable connection between environmental justice and race.

Therefore, we have recently reassessed all of our actions and the work we do, and have made new commitments to authentically improving our company-wide efforts on diversity, equity and inclusion in the form of self-education and training, new policies, new partners, how we do our work, and how we engage with our community.

We strive to do our part and continue to keep our North Star pointing towards better practices for climate justice, diversity, equity and inclusivity – in our culture, our services, our purchasing and vendor decisions, our recruiting and hiring, our philanthropy, and our activism – to advance DEI with an emphasis towards supporting the BIPOC community.

We seek to foster inclusion of diverse groups across all levels – race, color, sex, sexual orientation, gender identity and expression, marital status, pregnancy, religion, ability, age, genetic information, veteran status, ancestry, national or ethnic origin, employment status, immigration status, or socioeconomic status.

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Employees: It is the responsibility of every person at SBC to actively be anti-racist. With a staff of **87%** women and **40%** people of color, we thrive as a consultancy by having diverse views at the table and we will focus on continuous improvement in this area as we grow. At the same time, we acknowledge that we are not experts in the field.

Communities: We aim to partner with organizations that identify as BIPOC-, woman-, LGBTQ-, minority- and veteran-owned. We have a goal of transitioning **one third** of our variable spend to businesses owned and led by these communities by 2023 and are actively expanding our network to meet this goal. SBC is committed to giving back to the community through our time, talent and financial donations.

Clients: SBC's goal is to consistently work to push our clients, partners and suppliers to disclose, report, and embrace and improve upon their DEI efforts in all of their practices and operations. We are proud to have worked with companies that are leading DEI initiatives, recognized as best places to work for equality and inclusion, and intend to take those lessons learned to all our clients to foster a more inclusive economy.

Partners: To expand our impact, we are partnering with leading experts from BIPOC and women-owned businesses to help bring formal DEI services such as facilitations, assessments and implementation solutions to our clients. Additionally, we are proud to partner with community organizations and climate groups that fight for racial and social justice in the environmental movement.
