

Anti-Discrimination, **Equity, Diversity, and Inclusion** Statement

Revised and approved by the board on July 24, 2020

The mission of the Hill Country Alliance (HCA) is to bring together an ever-expanding alliance of groups throughout a multi-county region of Central Texas with the long-term objective of preserving open spaces, water supply, water quality and the unique character of the Texas Hill Country. We recognize that there are numerous groups and communities we have historically not reached. We recognize that as a community-centered organization, it is our role to actively seek out those connections and partnerships.

HCA is actively committed to and engaged in ensuring equity, diversity, and inclusion to promote healthy people, healthy communities, and a healthy environment.

As a regional organization, HCA seeks to integrate different perspectives, ideas, and experiences that reflect the full diversity of Hill Country communities. This is essential to cultivating an increasingly robust, resilient, and just alliance and region, and critical to accomplishing our mission.

We acknowledge that there are systems of power and oppression that grant access and privilege unequally. Inequities persist across lines of race, sex, class, language, ability, and nationality. We must continue to acknowledge and address implicit biases and systems to ensure that the leadership, opportunities, and resources we provide, and the public policies we pursue, are not reinforcing these systems and are accessible, relevant, inclusive and timely.

We acknowledge that prior to European settlement in what is now Central Texas, these lands were inhabited and stewarded by a diverse population of Native Americans. We recognize that the removal of these Native Americans from their heritage lands is not broadly recognized or discussed today. We commit to deepening our own understanding of this history, more openly addressing this history in our work, and fostering a greater understanding of the importance of Native American stewardship of this land and its natural resources, and the injustice of their removal, throughout our networks.

Our commitment to equity, diversity, and inclusion includes ongoing recruitment of board members, staff, partners, volunteers, funders, subcontractors, sponsors, partner organizations, and vendors from diverse backgrounds. In addition, we will seek to instill a deep organizational awareness of the systems, biases, and institutional structures that perpetuate inequality in our work. As a convener of conservation organizations in the Hill Country, HCA is committed to fostering resources, opportunities, and discussion that expand leadership positions and build a greater awareness of the breadth and diversity of all Hill Country communities. HCA will develop and abide by a Diversity, Equity and Inclusion Strategy that will lay out our proactive approach to enhancing the organization's response to inequality through measurable goals, strategies, and activities. We commit to leading by example, continuously evaluating our

internal structure and programming through a lens of inclusivity, and striving to truly center our actions as an organization with the needs of the communities we serve.

The Hill Country Alliance is an equal opportunity employer. We will not discriminate and will take proactive measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, ethnicity, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.