



## **Diversity, Equity, and Inclusion Policy**

### **Section 1: Introduction**

The Crossroads of America Council (CAC), Boy Scouts of America (BSA) provides Scouting opportunities to youth through a highly skilled workforce of employees and robust team of volunteers who oversee Scouting in communities across central Indiana. Our mission is to provide an inclusive environment for a diverse group of employees, volunteers, board members, and stakeholders where opportunities and equal access are demonstrated at all levels. As an organization, we embrace and honor diversity, equity, and inclusion. When we have a diverse workforce, we are better equipped to serve the families of Central Indiana.

Our commitment to Diversity, Equity, and Inclusion (DEI) is recognized by our Board, Leadership Team, and by each employee of the Crossroads of America Council. We collectively promote a culture that empowers our employees and values respect, inclusion, and belonging across our organization.

### **Section 2: Purpose**

Diversity, Equity, and Inclusion are among the Crossroads of America Council's eight Culture Compass principles. As an organization, we have prioritized including people of all races, genders, sexual orientations, ethnicities, national origins, cultures, religious or political beliefs, languages, education levels, socioeconomic backgrounds, and/or abilities. Crossroads of America Council is committed to diversity, equity, and inclusion that responds to the evolving needs of our volunteers and families.

It is an ongoing goal of the Crossroads of America Council to foster a diverse organization through volunteers, board members, community leaders, and staff. Coworkers and volunteers of multiple genders, races, ethnicities, religions, geography, and abilities create a more inclusive culture and enable us to better serve local communities.

### **Section 3: Commitment**

Crossroads of America Council is committed to providing equal opportunity to its volunteers, families, board members, staff, donors, and the community. We are committed to providing a culture of belonging where everyone is included and treated with dignity and respect. We are also committed to removing financial barriers for youth in our programs. We are guided by our eight principles on our Culture Compass: Goal Responsibility, Diversity/Equity/Inclusiveness, Relationship Focus, Grit, Futuristic/Progressive, Mission Driven, Transparency/Trust, and CAC Family.

### **Section 4: Definitions**

**Diversity** is the collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, and backgrounds.

**Equity** is the approach that ensures everyone has access to the same opportunities. Equity recognizes that advantages and barriers exist for specific groups of individuals. Equity is a

process that begins by acknowledging that unequal starting place and makes a commitment to correct and address the imbalance.

**Inclusion** is the achievement of an environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to an organization's success. Without inclusive practices, a diverse environment cannot be achieved.

### **Section 5: Scope**

This Diversity, Equity, and Inclusion policy provides the Crossroads of America Council with a framework for new and existing DEI-related initiatives.

### **Section 6: Approach to Diversity, Equity, & Inclusion**

Crossroads of America Council believes that when our employees and volunteers reflect the diversity of the communities we serve, we gain a better understanding of our communities' needs. The Crossroads of America Council is committed to:

1. Growing membership diversity;
2. Remove barriers for families in our programs, including financial, cultural, and linguistic;
3. A diverse makeup of the Council Board;
4. Building alliances with multicultural partners;
5. Researching to assess the needs and appeal of a multicultural audience to create culturally relevant marketing and recruitment materials;
6. Continuing to build alliances with diverse partners, community partners, and corporate partners; and
7. Integrating DEI into all functional and operational areas.

### **Section 7: Responsibilities, Review, & Report**

The Council's Inclusion Committee serves a valuable role. The Committee reviews and advances efforts to ensure we have enough funds to support Scouts in underserved communities, helps tailor recruiting events to communities' needs, and continues to identify and address obstacles in underserved areas.

The Inclusion Committee Chair reports to the Board President and monitors DEI practices and makes recommendations to the Board for any changes or improvements to the program.

Areas of focus for the Inclusion Committee include staffing, board members, volunteers, vendors, programming, youth recruitment, fundraising, and multi-lingual opportunities.