

Ruffner Mountain Nature Coalition, Inc.

Inclusion, Diversity, Equity, Accessibility (IDEA) Statement

Approved: September 23, 2020

Updated and Approved: April 28, 2022



The staff and leadership of Ruffner Mountain denounces racism of any kind and supports the rights of all citizens to peacefully protest and stand up for what is right. Now more than ever, the leadership of Ruffner Mountain is listening and working to strengthen our inclusion efforts in carrying out Ruffner Mountain's mission to advance the understanding of ecology in a rapidly changing world.

Ruffner's location in the heart of Birmingham – a majority black city – is an advantage we will leverage to effectuate real change among our staff, members and visitors. We believe an important step in doing that is to examine our practices internally. Mirroring the example of biodiversity in nature - whereby diversity strengthens the overall ecosystem - organizations that are diverse in race, gender, gender expression and identity, sexual orientation, age, ability, socio-economic status, and thought are stronger, more resilient and more innovative. It is imperative to us that our internal policies and procedures enable and empower us to outwardly commit and take action to make our community more inclusive and better for all. To that end, the Board of Directors commits to the following:

- Review the organization's bylaws, which were first created in the 1970s when Ruffner was founded, to ensure its language and our practices reflect our community, mission and goals today.
- Work to increase the diversity of our board and staff by reviewing and revising practices and policies related to the nomination and selection of board members as well as the process for recruiting and hiring staff to better reflect our community.
- Continue to promote the role Ruffner can play in advocating for diversity, opportunity, equity and inclusion in the areas of science and ecology, the environment, education, health and recreation.
- Help expand the understanding of the role of ecology in the critical links between the scientific and the social spheres in a harmonious world.