

**CROSSROADS FOR FLORIDA KIDS, INC.  
DIVERSITY EQUITY AND INCLUSION POLICY**

**As adopted December 20, 2024**

**Purpose**

**CROSSROADS FOR FLORIDA KIDS, INC.**, a Florida nonprofit corporation (the “Organization”), is committed to a diverse, inclusive, and equitable environment where all members of the Board of Directors (the “Board”), staff, employees and attorney and student volunteers feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias. As part of this policy, we are committed to a workplace culture that values and promotes diversity, equity and inclusion, equal employment opportunities, and a work environment free of harassment and hostility.

Diversity, equity and inclusion are related and equally important concepts. Diversity includes but is not limited to differences in race, ethnicity, sex, gender, sexual orientation or identity, disability, religion, age, national origin, military or veteran status, and other categories protected under state or local law. Diversity also includes differences in backgrounds, experiences, perspectives, interests, and ideas. Equity means making sure that all Board members, staff, employees, and attorney and student volunteers have access to the same opportunities to contribute, develop, and grow in the Organization despite any barriers or advantages. Inclusion means ensuring that all Board members, staff, employees, and attorney and student volunteers are valued, heard, engaged, and involved at work and have full opportunities to collaborate, contribute, and grow professionally.

All Board members, staff, employees, and attorney and student volunteers play a role in making the Organization a diverse and inclusive place to work for everyone. Please read this policy carefully and openly and make every effort to understand the importance of diversity, equity and inclusion and the ways we can accomplish these objectives together.

**Goals**

The Organization’s goals to promote diversity and inclusion include striving to:

- Seek diversity, equity and inclusion in connection with the Organization’s mission of training and mentoring attorneys to provide pro-bono legal representation to disadvantaged children and young adults in legal proceedings.
- Recognize and attempt to dismantle any inequities in our policies, programs, and services.
- Investigate unquestioned assumptions that interfere with our diversity policy.
- Dedicate time and resources to expanding greater diversity within our Board, staff, employees, and attorney and student volunteers.

- Lead with respect and tolerance, and encourage all of our Board members, staff, employees, and attorney and student volunteers to apply these values on behalf of our Organization.

### **Action Items**

The Organization is committed to developing and implementing programs and initiatives to promote diversity, equity and inclusion in all areas.

As part of this commitment, some of the programs and plans the Organization has developed include:

- Create a Diversity, Equity and Inclusion Committee (the “Committee) that will report to the full Board at each of its meetings.
- The Committee shall distribute to and review the Organization’s Diversity, Equity and Inclusion Policy with all new Board members, staff, employees, and attorney and student volunteers, who will then abide by its requirements, and report any violations to the Organization, as follows:
  - Attorney and student volunteers shall report violations to the Executive Director or Board President; mindful that there will be no retaliation by the Organization for such reporting.
  - The Executive Director, other employees and staff, and Board members shall report violations to the Board President; mindful that there will be no retaliation by the Organization for such reporting.
- The Executive Director or Board President shall make the Organization’s Diversity, Equity and Inclusion Committee aware of a report of violation(s) within 48 hours of receiving it.

The Organization recognizes that we must continue to challenge ourselves to ensure these values are upheld. The Organization is committed to evaluating existing programs and adapting or introducing new initiatives as our diversity, equity and inclusion goals evolve.

The Organization always welcomes suggestions from Board members, staff, employees, and attorney and student volunteers about how the Organization can be more inclusive and address and improve diversity, equity and inclusion issues. If you have any comments, concerns or suggestions, please contact the Board President of the Organization. The Board President shall share any such comments, concerns or suggestions with the Diversity, Equity and Inclusion Committee.

The Organization prohibits retaliation against any of the Organization’s employees for making good faith suggestions or complaints regarding the Organization’s diversity, equity, and inclusion efforts.

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