



DLC DIVERSITY, EQUITY, AND INCLUSION POLICY STATEMENT

In Davidson, NC, a small college town, not all residents have historically had equal voices and rights. From voter disenfranchisement to unequal access to education, including Davidson College's exclusion of women and minorities until the 1970's, Davidson, like many communities, has struggled with inequities.

Davidson Lands Conservancy (DLC) strives to do its part to ensure a more just and equitable community. DLC is committed to diversity, equity and inclusion (DEI) in its internal and external operations, including the composition of its Board and staff as well as equal access to open space, nature and recreation opportunities.

Our ongoing goal is to be intentional about developing a more inclusive organization that represents the diversity of the community we serve. The ideas, collaboration, and unique perspectives of a diverse conservation movement will allow DLC to more effectively protect and enhance our natural lands and resources to benefit all residents.

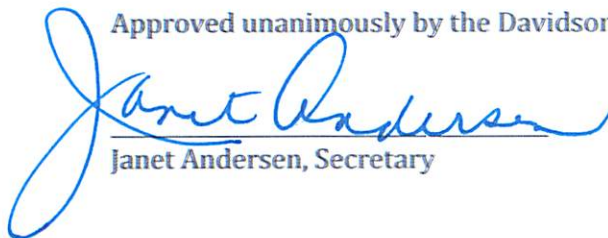
We recognize that land conservation has historically benefited majority white communities, while adverse land use practices have negatively impacted poor and minority communities. DLC is committed to ensuring our work and practices benefit all communities and residents including equitable access to board leadership, committees, and staff opportunities along with access to DLC conserved properties and activities.

We recognize that a written statement is merely the first step on the long road to a truly inclusive organization. DLC acknowledges the often-incremental nature of systemic change, and will continue to assess and update our DEI goals and efforts. While official statements serve to guide organizations and ensure accountability, direct action is required to advance our DEI work. This effort has been a focal point for the board of directors in the past few years and has resulted in several first step initiatives:

- West Davidson stream clean up;
- Tree Store held at Ada Jenkins;
- Freedom School conservation education programs;
- Securing funds for tree maintenance in the "Westside community"; and
- Davidson Cornelius Child Development Center tree planting.

While DLC undertakes the work of advancing DEI, we will emphasize accountability and transparency, rely on and advance the partnerships and relationships that are foundational to our mission, and will remain open to learning and growing together. Inclusivity cannot simply be turned on like a light switch. It will take a concerted and intentional effort by all of us at DLC over the coming decades. Laying the foundational policy and aspirations today is the first step towards a more inclusive tomorrow.

Approved unanimously by the Davidson Lands Conservancy Board of Directors, August 15, 2022.



Janet Andersen, Secretary