

Diversity, Equity, & Inclusion Policy

Summary Statement

+ POOL embraces diversity, equity, and inclusion (DEI) as a moral imperative that is an important part of providing free and safe access to the river for everybody.

Definitions

Diversity is the voice and presence of different identities – including race, gender, ethnicity, religion, nationality, disability, and sexual orientation – together in a setting.

Inclusion means that people with different identities are valued, welcomed, and given opportunities. Inclusion is necessary to create a diverse and equitable environment.

Equity is a right and a process that makes sure that everyone in or affected by the organization can contribute, develop, and grow.

Context

DEI is mission-critical to ensure the well-being of the communities + POOL serves. Thus, its DEI policies and practices are meant to foster a foundation of access, opportunity, innovation, trust, respect, and relationship-building. All people need to feel that they are included, welcome, and that they belong and are supported. The diversity of New York City's population, including individual differences, life experiences, inventiveness, and self-expression will inform + POOL's reputation and achievements. + POOL acknowledges the impact of bias and in response adopts an inclusive policy that creates learning environments, cultural affirmation, and connection between different identities to elevate historically marginalized voices to empower social change.

+ POOL's community engagement practices (see below) are based on trust, confidence, and respect. These practices will encourage community-building conversations and reduce language and thought barriers. To do this, + POOL will also strive to attract a diverse workforce and eliminate the use of terms and phrases that perpetuate negative stereotypes. The organization will also work to ensure access to + POOL's activities regardless of disability status, native language, income level, or any other basis. Diverse life experiences, heritages, and voices are valued and respected. Additionally, + POOL has adopted Universal Design principles from The Center for Universal Design to ensure its programs and projects follow its mission to provide equitable access to the East River for all New Yorkers. All + POOL designers, contractors and staff must assess design components using the guidelines listed in the "Universal Design Principles for + POOL" document. The guidelines cover equitable use, flexibility in use, simple and intuitive use, perceptible information, tolerance for error, low physical effort and size and space for approach and use. Please see the "Universal Design Principles for + POOL" document for further detail.

Governance

The + POOL Board is committed to DEI and will devote a portion of each quarterly Board meeting to reviewing progress towards DEI goals and intervening appropriately to help success in these goals. The DEI goals are listed in a separate document, “+ POOL DEI Goals.” Each year, the Board will nominate and approve a DEI sponsor and deputy from the pool of Board members. The Board DEI sponsor will, with the help of the DEI deputy and + POOL management team, track and report the DEI goals to the Board. The results of + POOL’s progress against DEI goals will also be available to the public.

Actions

Recruitment: Employees, Contractors, Board

+ POOL’s DEI initiatives are applicable – but not limited – to practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, and terminations. • + POOL will embrace and encourage employees / contractors / Board differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make employees unique.

- Job postings and the slate of candidates interviewed will be inclusive.
- Non-traditional leaders, people of color, and people from traditionally underrepresented groups will be openly encouraged to apply.
- Bias will be removed from job descriptions by the hiring manager and recruiter (wording in job descriptions can impact whether more females or males apply; for example, research shows that “masculine” adjectives like “superior,” “competitive,” and “determined,” result in less female applicants).
- Sourcing networks will be expanded by looking at diversity-oriented job groups and diversity organization partnerships (including diversity-oriented groups at universities).
- Blind resume screening will be adopted and the interview team will be diverse.
- Objective hiring criteria will be defined in advance by the hiring manager based on the role and then the criteria will be scored (1-5) during the interview to support unbiased hiring.
- Transparency in how employees are leveled and promoted, including an assessment of employee performance based on preset factors consistent across other employees in similar job functions, will help ensure that employee reviews are fair and objective.
- Managers will have data in terms of where their employees stand in terms of pay for individuals of different identities.
- Employees will also be informed of the low, median, and high pay ranges for their roles in their annual reviews.
- Formal remediation protocols for pay equity will be created and implemented.

+ POOL will commit time and resources towards attracting and maintaining a diverse and inclusive Board. + POOL will have flexible working policies providing support to caregivers, including childcare and eldercare-givers. Health care benefits and options for insurance

packages that cover the specific health needs of women (e.g., gynecology, maternal health, reproductive health, cancer screens, domestic violence treatment) will be offered. Communication and conduct must be respectful and inclusive. + POOL will not tolerate discrimination, harassment, nor micro-aggressions in its workplace.

- Any employee or Board member found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.
- Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or a Board member.
- Whistleblowers are protected through confidentiality and against retaliation. + POOL has a whistleblower policy, "Friends of + POOL Whistleblower Policy."

Community Engagement

DEI is critical to + POOL's mission and to ensuring the well-being of the communities served. Potential underlying unquestioned assumptions and systemic inequities that interfere with inclusiveness will be explored and openly discussed with the goal of finding solutions. Programs serving diverse communities will be implemented. Also, + POOL will generate and aggregate data related to its diversity, inclusion, and equity efforts, and share this information on the organization's website. The data will relate to the goals in the "+ POOL DEI Goals" document.

Part of + POOL's mission is bringing public awareness – through communications, and its website, posts, and programs – to swimming safety, swimming equality, and underrepresented members of the swimming community. • Key promotional materials will be culturally sensitive. + POOL will also connect with organizations for underrepresented constituents committed to diversity and inclusion efforts as part of its community engagement. • + POOL will develop and present sessions on diversity, inclusion, and equity to provide information and resources to the community relating to its programs.