

# Equity Policy

## Commitment to Equity

UpTurnships envision a workforce that promotes equitable access and opportunity for ALL to thrive. We aspire to close the racial wealth gap and disrupt the way America sources and seeks work by cultivating impactful partnerships with equity minded employers and breaking down inequitable barriers in hiring practices so that people of every race, religion, ancestry, creed, national origin, sex, age, marital or parental status, disabilities, sexual preference, veteran status, or any other protected classification can participate and succeed to their fullest potential in the workforce. Our mission is to serve motivated, underrepresented college interns, while bridging access to employers building a racially inclusive and equitable workforce. As a core value, UpTurnships believes in exemplifying the change we're trying to create in the world.

UpTurnships is committed to diversity, inclusion, and equity, in all aspects of our work, and recognizes that systemic racism and inequity create employment barriers that disproportionately impact underrepresented and under resourced communities. We strive to cultivate a culture of equity at our organization, which permeates the work of our volunteers, partners, and community members. UpTurnships upholds its value and commitment to advancing equity through the guidance and implementation of an Equity Policy.

## Purpose

The purpose of this equity policy is to advance our organization's mission, vision, and commitment to structural and cultural equity. This policy represents our commitment to transformative action by creating clear equity goals, accountability, and strategies for the organization.

UpTurnships will:

1. Identify and change practices and policies that perpetuate systemic racism and inequity against underrepresented communities. Including but not limited to a) People who identify as Black, Indigenous, LatinX, Asian American and Pacific Islander, b) Students from low socio-economic backgrounds (low SEB) c) Gender diverse people with inequitable barriers to access and success;

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2. Identify, address and mitigate systemic racism and inequities in employment policies, practices, and procedures;
3. Establish shared responsibility, metrics, and accountability of the Equity Policy;
4. Set high impact goals and timeframes for the Equity Policy, in relation to UpTurnships Mission, Vision & Equity Statement.

UpTurnships acknowledges that creating a culture of equity is a complex, challenging and rewarding journey. The Equity Policy is an overarching commitment and requires many combined equity strategies to nurture a racially inclusive and equitable workforce. The Equity Policy is a living and foundational document that evolves with needs and opportunities.

### Policy Scopes

The Equity Policy will cover the following scopes:

1. Human Talent and Leadership – UpTurnships is committed to engaging and empowering all staff, volunteers, and board members to advance equity through their work with the organization. This begins with equitable hiring, retention, development, and career advancement practices and a commitment to creating a diverse and racially inclusive workforce.
2. External Partnerships –Partnerships are critical to the advancement of UpTurnships’ mission and equity commitment. Vital to every partnership is who we partner with. UpTurnships are committed to partnerships that value a racially inclusive and equitable workforce within and beyond their organization.
3. Recruitment and Support –We will be culturally responsive in Upturn recruitment and support. We understand that Upturns come from different racial and social categories experience and require adaptive and tailored supports to ensure equity.

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4. Data – Data collection, review, dissemination, and usage will be done through an equity framework and disaggregated whenever possible to ensure equitable analysis and solutions.
5. Community Engagement and Inclusion - UpTurnships is committed to authentic built-in opportunities for input and feedback to foster trust and promote equity in the daily lives of community. Including but not limited to the areas of programing, partnerships, volunteers, and evaluation.

Equity is a fundamental and long-term priority for us, and we will review the Equity Policy routinely to assess organization wide impact and progress. Systems of accountability and evaluation will be embedded and adhered to the strategic direction of UpTurnships. Accountability of the Equity Policy will be the responsibility of ALL employees of UpTurnships.