



Diversity & Real Impact



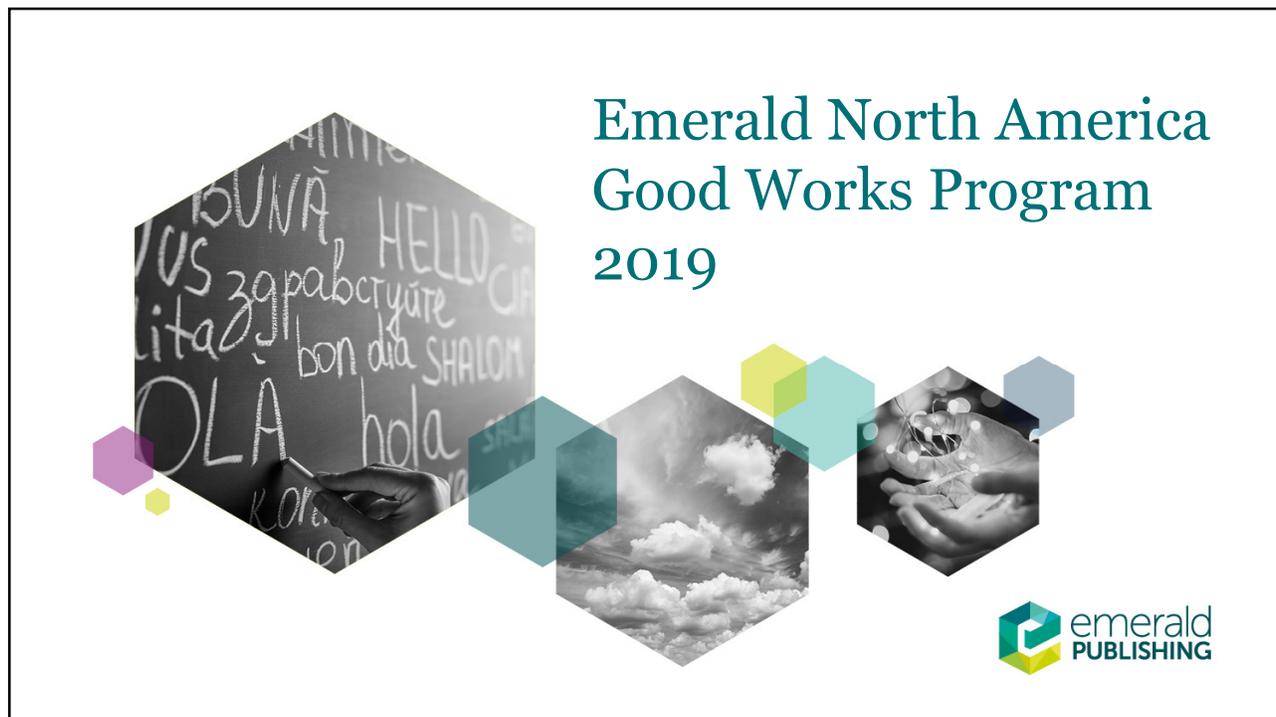
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Real impact makes a difference

Emerald's values are in opposition to global structures of power that have their origins in histories of racialized imperialism and economic exploitation.

We actively seek ways to foster equitable knowledge exchanges both within and outside of the business.





What is STRIDE?

- STRIDE is Emerald's diversity and inclusion initiative.
- Launched in 2016, with a strong focus on gender and equality, the program has been integral to the continued progress of diversity and inclusion across the company.
- Since 2016, STRIDE has continued to broaden in focus and reach, while remaining true to our roots in gender equality.
- **Our purpose** is to support the group in creating a culture of genuine diversity and inclusion, while actively breaking down stereotypes in our workplace.

STRIDE theme: LGBTQ Awareness
Social Responsibility theme: Social Justice



STRIDE



Justice Reinvestment Initiative



Program Pillars

Content

Purpose: To share/disseminate internally and externally our content related to LGBTQ and Social Justice research and scholarship

Actions:

- Develop a list of related Emerald content to share internally
- Develop a list of local authors and editors to come in to the office for lunch & learns
- Develop a list of related articles we can promote externally via social media
- Develop a list of blog posts

Commitment

Purpose: To set a fundraising target for the region once we've finalized our good works partners

Actions: Partners for whom we can fundraise include:

- Boston GLASS, a local social services organization for LGBTQ youth
- Justice Reinvestment Initiative (JRI), a national group with many local affiliates ensuring that remote regional staff have fundraising and volunteer pathways near to them
- Fundraising target: \$2,000



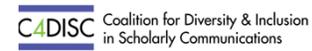
Program Pillars

Community

Purpose: To expand our Good Works plan in to the local community.

Actions:

- Offer up our space to partners who need physical space to execute their programs
- Job shadowing program with Partners for Youth with Disabilities
- Hosted the April 23rd SSP regional Spring meeting
- Formally adopted the C4DISC principles and embed communications on this externally
- Communicate our commitment to our peers and stakeholders
- Consider executing an external panel toward the end of the year, similar to the Social Justice panel we held at Northeastern last year.



Program Pillars

Employees

Purpose: To execute a focused and manageable training and good works development program for regional staff.

Actions:

- Share with the regional team a schedule of good works related efforts, events, and awareness plans.
- Deliver Active Bystander Training during the March regional team meeting.
- Coordinate a regional good works reading program tied to LGBTQ awareness.
- Choose two more reading club books (something on Stonewall? Michele Tea?)
- Communicate a schedule of internal learning opportunities: short films during lunch time,
- Develop a “local learning” calendar for the Somerville office to include public talks, lecture series, bookstore author talks, etc.
- 2019 Boston Pride events here: <http://www.bostonpride.org/calendar/>



Program Pillars

Environment

Purpose: To promote environmental responsibility.

Actions:

- Cell Phone recycle program underway
- Target local Boston & Somerville “clean up” days or activities that we can participate in (also covers service work)

Engagement

Purpose: To do service work and volunteer.

Actions:

- Coordinate a staff volunteering opportunity with 826 Boston (underway)
- Discern volunteer opportunities, starting with JRI conversation.
- Boston GLASS
- Great list of local LGBTQ groups here <https://www.glad.org/overview/youth-organizations/massachusetts/>

