

Brothers Helping Brothers Diversity and Inclusion Policy

The Brothers Helping Brothers Board of Directors adopted the following diversity policy in 2016:

- Brothers Helping Brothers exists to bring together people, ideas, and resources to help small and/or rural fire departments nationwide in the United States of America. Therefore, diversity is core to the Brothers Helping Brothers mission. We aspire to develop, promote, and sustain an organization culture and reputation in the communities that we serve as a high performing organization that values, nurtures, and leverages diversity and inclusiveness in all that we do.
- Brothers Helping Brothers is committed to ensuring the diversity of its board, staff, volunteers, and programming. We accomplish this through leadership, values, policies, and practices. We define diversity in terms of race, gender, religion, culture, national origin, sexual orientation, gender identity, physical abilities, age, parental status, and socio-economics. We respect different experiences and cultures across this diversity and will work to create a culture in which diverse people feel supported, recognized, and rewarded in making their best contributions to the mission of our organization.

The board membership and talent pipeline shall be made up of smart, talented, engaged, and knowledgeable women and men from diverse racial, ethnic, gender, sexual orientation, cultural, professional, and class backgrounds. The board will develop and implement ongoing plans for its sustainable visibility, outreach, and recruitment to diverse communities. The board shall monitor and report its progress toward these goals annually. The board and staff will adopt appropriate benchmarks to measure annual progress. In the event that Brothers Helping Brothers is not meeting the benchmarks, Brothers Helping Brothers will evaluate what additional and more aggressive steps must be taken to meet the benchmarks.