

BERRIDGE

SUMMER AND GAP YEAR ARTS PROGRAMS

Diversity, Equity and Inclusion Action Plan

2024



ESSENTIAL FOR:
All Staff



RESOURCE TYPE:
Outreach and
Development



REVIEW:
Quarterly

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For questions about this manual,
please contact the Executive
Director, Andrea Mardon.

ANDREA@BERRIDGEPROGRAMS.COM

Learn more:

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Diversity, Equity, Inclusion Statement

Berridge Programs values and embraces the diverse backgrounds, perspectives, and experiences of our participants, our staff and the communities in which we live and work. We believe that diversity is not only a source of strength but also a driver of innovation and creativity. By embracing diversity, we better understand and serve the needs of our stakeholders and better create programming that reflects the richness of the world around us.

Equity is a core value, and we are dedicated to creating a fair and inclusive environment where everyone has both the opportunities and the resources needed to thrive and succeed. We examine our practices to identify and remove barriers to advancement and ensure that all employees have access to the resources, support, and opportunities they need to reach their full potential.

Diversity, Equity, Inclusion Statement

Inclusion is our culture, and we foster a sense of belonging for all members of our community. We believe that every individual should feel valued, respected, and included, regardless of their background, identity, or experience. We are dedicated to a culture of openness, empathy, and collaboration, where everyone feels empowered to contribute their unique perspectives and ideas.

We recognize that achieving diversity, equity, and inclusion requires ongoing effort and commitment from all levels of our organization. We are committed to continuously learning, growing, and evolving as we create a workplace where diversity is celebrated, equity is upheld, and inclusion is the norm.



DEI Action Plan

Berridge Programs is dedicated to cultivating an environment where every student and staff member feels recognized, appreciated, and welcomed. This commitment includes the regular reassessment of our policies and the implementation of best practices for fostering a more inclusive atmosphere.

This comprehensive Diversity, Equity, and Inclusion (DEI) Action Plan encompasses components such as organization-wide training, hiring practices, and outreach initiatives, all geared towards ensuring that Berridge Programs embodies and celebrates the diversity of all experiences.

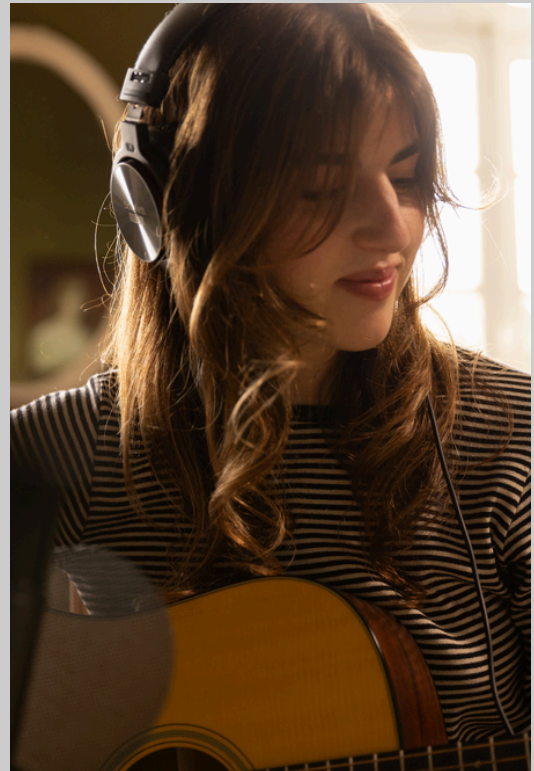
Our DEI Action Plan includes four commitments:

Commitment 1. **Create an organizational culture that prioritizes DEI and actively seeks ways to improve.**

Commitment 2. **Improve recruiting efforts to seek out and hire staff from diverse backgrounds.**

Commitment 3. **Expand marketing to reach diverse candidates.**

Commitment 4. **Commit additional scholarship resources to putting programs within the reach of diverse candidates.**



Commitment 1.

Create an organizational culture that prioritizes DEI and actively seeks improvement

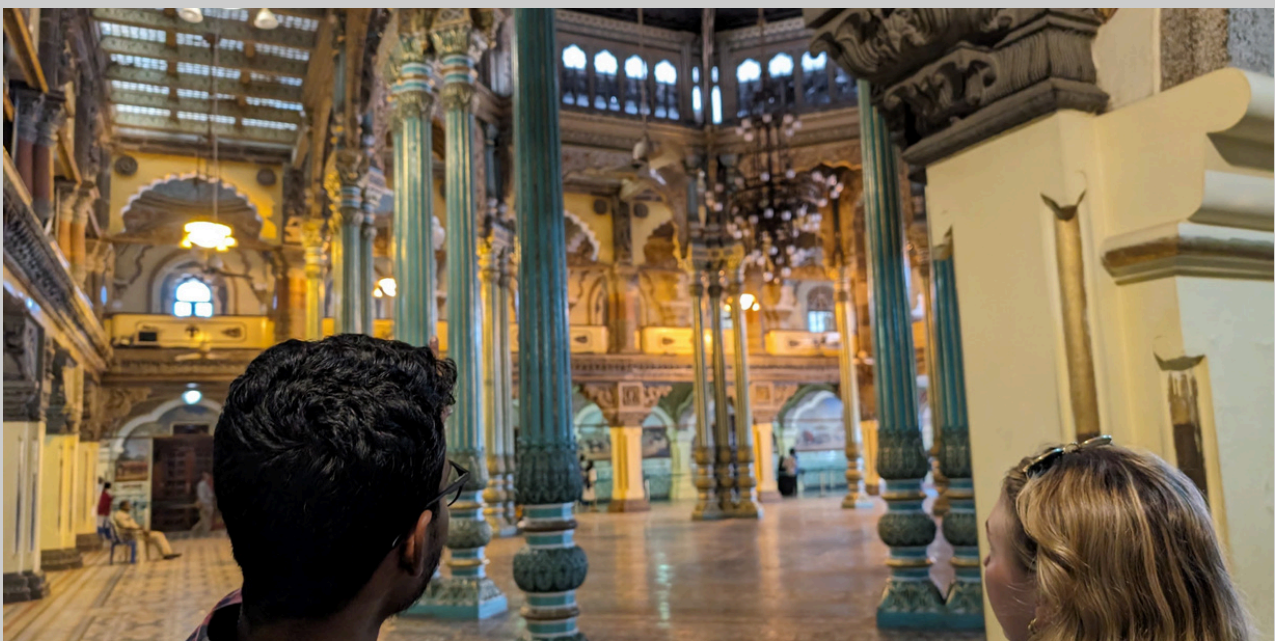
- Conduct staff training at the start of every program on our Mentoring Guidelines, emphasizing inclusivity across gender, race, sexual identity, socio-economic factors, learning differences, neurodiversity, and cultural viewpoints.
- Allocate time at program onset for open discussions among staff and participants to gather suggestions for enhancing our diverse and inclusive culture.
- Nominate a staff member to join the GYA Diversity Committee by the end of 2024.
- Establish an advisory board for Diversity, Equity, and Inclusion, appointing a qualified Director by July 1, 2025.
- Form an Outreach Team comprising alumni from diverse backgrounds to meet biannually, strategizing marketing improvements, identifying barriers, and mentoring incoming diverse participants by Jan 1, 2025.



Commitment 2.

Improve recruiting efforts to seek out and hire staff from diverse backgrounds.

- Craft job descriptions that are inclusive and free from biased language to attract candidates from underrepresented groups.
- Utilize GYA Diverse Hiring Portals starting from the 2025/2026 program calendar year to actively recruit candidates from diverse backgrounds.
- Implement hiring strategies that broaden applicant pools, including partnerships with targeted institutions and individuals connected to diverse candidates, to promote inclusivity in recruitment.
- Offer opportunities for diverse candidates to develop and grow into roles, valuing their potential and contributions over strict qualifications.
- Establish a diverse hiring panel, including the Director of DEI, in the hiring process starting from the 2025/2026 program calendar.



Commitment 3.

Expand marketing to reach more diverse candidates.

- Allocate 20% of time and marketing resources to public school outreach in 2025, increasing by 10% annually until reaching 50%.
- Partner with Going Global With Barbara in 2025 to increase access for black youth to our programs.
- Utilize connections with the Paiute Tribe in Bishop, CA, to promote scholarship opportunities for indigenous youth.
- Establish an Outreach Team by Feb 1, 2025 comprising alumni from diverse backgrounds to strategize marketing improvements and mentor incoming diverse participants, meeting biannually.



Commitment 4.

Commit additional scholarship resources to putting programs within the reach of diverse candidates.

- Allocate one full scholarship annually starting in the 2025/2026 programs to a participant from historically underrepresented groups, such as people of color, Indigenous individuals, and those with disabilities.
- Award two partial scholarships (30-50%) in the 2025/2026 programs to participants from historically underrepresented groups.
- Forge strategic partnerships with organizations to provide matching scholarship funds, increasing accessibility for diverse candidates.
- Initiate research into the feasibility of establishing a non-profit to facilitate donations from alumni and other interested parties.

