

<p><b>Allyship</b></p> <p>Lead the advancement of diversity, equity and inclusion at CRI.</p>	<p><b>Community &amp; Connection</b></p> <p>Ask what can “you and CRI” do in our community?</p>	<p><b>Diversify CRI</b></p> <p>Go beyond hiring and recruiting to redefine inclusion.</p>
<p><b>Internal Allyship</b></p> <ul style="list-style-type: none"> <li>• Improve Training and education of staff</li> <li>• Continue evaluation of compensation and pay equity</li> <li>• Address technology biases</li> <li>• Evaluate policies and practices for bias</li> </ul>	<p><b>Staff</b></p> <ul style="list-style-type: none"> <li>• What changes can we make to be actively inclusive of our staff?</li> <li>• Devote money and time for our staff to engender connection and support</li> <li>• Support staff resource groups</li> </ul>	<p><b>Hiring</b></p> <ul style="list-style-type: none"> <li>• Diversify CRI from the Board to Part Time staff</li> </ul>
<p><b>External Allyship</b></p> <p>Intentionally align our values with:</p> <ul style="list-style-type: none"> <li>• Grantors and external support orgs</li> <li>• Vendors and vendor selection</li> <li>• External pipeline &amp; pathway programs we support</li> </ul>	<p><b>Community</b></p> <ul style="list-style-type: none"> <li>• Where else and how can we continue to serve our community</li> <li>• Add to CRI Speaker Series</li> <li>• Look at events and inclusive community engagement opportunities</li> </ul>	<p><b>Recruiting</b></p> <p>Our Programmatic Commitment</p> <ul style="list-style-type: none"> <li>• Redefine and communicate the difference in goals, measures, &amp; impact between programs and teams</li> <li>• Refocus, reorganize offerings to increase program permeability</li> </ul>
<p>Explicitly support our allies</p>	<p>Explicitly support racial and social justice efforts in our community</p>	<p>Explicitly support diversity</p>



In August 2020, Community Rowing rolled out the architecture for the approach to creating a more diverse, inclusive CRI and identified three primary areas of focus—Allyship; Our Connection to our Community, and Diversifying CRI. Each of these areas contains opportunities to learn, improve and serve. Above is an outline of structure of how we will organize and address our efforts.