

Bermuda Zoological Society Policy on Diversity, Equity and Inclusion

The Bermuda Zoological Society (“BZS”) believes that a culture of diversity- who is present and what experiences do they bring; equity- is everyone afforded the opportunity and given a fair chance in situations; and inclusion- who is participating and is everyone genuinely welcomed to participate in the conversation, are critical to ensuring that it is best able to deliver on its mission of *inspiring care and appreciation of island environments*. BZS seeks to be a welcoming organisation and to incorporate principles of diversity, equity, and inclusion in all of its activities, including in relation to employment, Board and committee appointments, volunteer involvement, member outreach, education and research.

In practice, committing to diversity, equity, and inclusion on the BZS Board means knowing the clients we serve, knowing the community we serve, knowing the organization we serve. BZS Board is conscious of how systemic inequities and lack of diversity impact the BZS mission, and how best to address that in a way that is consistent with our mission. In considering questions of diversity, the BZS Board will actively explore potential underlying, unquestioned assumptions that interfere with inclusiveness. The BZS Board will challenge assumptions about what it takes to be a strong leader within the organization, and who is well-positioned to provide leadership, having full regard to principles of diversity.

For these purposes, “diversity” is understood to encompass (but not be limited to) differences in relation to race, colour, ethnicity, nationality, religion, socioeconomic background, education, marital status, sex, age, gender, sexual orientation, sexual identity or gender expression, or mental or physical ability.

While this policy is not limited to questions of race, BZS is particularly acutely aware of the issue of race/colour in Bermuda, and especially the disproportionately low representation of individuals identifying as Black and people of color on its Board and throughout its activities. Addressing this inequity is a focus of BZS in its implementation of this policy.

Recruitment

In considering the recruitment of employees, volunteers, and Board/committee members, BZS will consider the types of diverse talent and background that will add to its culture and the delivery of its mission. Consideration will be given to the recruitment of individuals with backgrounds that are currently underrepresented within BZS. Specific and when necessary bespoke training will be provided to all BZS Board members and those involved in the recruitment of volunteers and staff to ensure equitable recruitment and hiring practices.

Integration

BZS will ensure that all persons recruited for and participating in BZS activities are fairly and fully integrated. Orientation, training and support will be provided, to ensure that no person or

group feels excluded or marginalised in any way and to ensure that diverse talents and backgrounds are valued, heard and incorporated to best effect in the delivery of the BZS mission.

Training

BZS shall commit time and resources to expand more diverse leadership and representation within the BZS board, committees, staff, volunteers, and advisory bodies. This shall include regular training and development for BZS Board and committee members, staff and volunteers to ensure that principles of diversity and inclusiveness are understood, respected and implemented. The BZS Board will incorporate systems and processes to ensure that all Board members, staff and volunteers are more intentional and conscious of bias during the hiring, promoting, or evaluating process, and that such bias is addressed and mitigated to ensure diversity. The proposed training model will include at least one DEI training during our fiscal year.

Review and Self-assessment

The BZS Board will regularly (at least annually) conduct quantitative and qualitative review of its membership and practices related to equity and diversity to make incremental, measurable progress toward the implementation of this policy and the benefits of diversity to the delivery of the BZS mission. This review will be conducted transparently, and the results of the review will be made publicly available. Feedback on the results of the review will be sought and welcomed from BZS Board/committee members, staff, volunteers, members and the public, and such feedback incorporated where appropriate to further enhance the implementation of this Policy.