

<p style="text-align: center;"><i>- A -</i></p> <p><i>Everyone benefits from the work we do. We create green space and fresh air for everyone.</i></p>	<p style="text-align: center;"><i>- B -</i></p> <p><i>By conducting racial equity workshops for staff and board. Open and candid dialogue with staff and board.</i></p>
<p style="text-align: center;"><i>- C -</i></p> <p><i>Providing translation of our materials and interpretation at events for non-English speakers.</i></p>	<p style="text-align: center;"><i>- D -</i></p> <p><i>Actively recruiting people of color for open positions. Also, recruiting/training people of color not only for entry level positions, but also for leadership roles.</i></p>
<p style="text-align: center;"><i>- E -</i></p> <p><i>We have established a racial equity policy organization-wide.</i></p>	<p style="text-align: center;"><i>- F -</i></p> <p><i>Bilingual (Spanish & English) schools that were designed and continue to be controlled by native speakers of both languages.</i></p>
<p style="text-align: center;"><i>- G -</i></p> <p><i>Our programs try to target outreach to raise awareness and serve communities of color.</i></p>	<p style="text-align: center;"><i>- H -</i></p> <p><i>We offer scholarships for our programs.</i></p>
<p style="text-align: center;"><i>- I -</i></p> <p><i>We put racial equity front and center in our external communications.</i></p>	<p style="text-align: center;"><i>- J -</i></p> <p><i>Environmental Justice Fund that is controlled and held by a cross section of members of communities of color most impacted by environmental racism.</i></p>