

The B Team Policy on Diversity and Inclusion FINAL - Adopted by the Board, June 3, 2019

At The B Team, our mission is to build a more equitable, accountable and sustainable world. This begins internally, with our team. We are committed to nurturing an inclusive culture, where all team members feel valued, and empowered to be their full selves. We know our differences make us stronger.

In addition, we recognize that our identities have many dimensions, and may evolve over time. We will always respect and celebrate each other for the unique talents, ideas and humanity we bring to our work.

We believe in:

- Practicing fairness, and treating all others with dignity and respect;
- Recognizing the validity of each other's experiences, though they may be different from our own, while ensuring that we do not tolerate harmful or prejudiced behaviors or speech;
- Practicing conscious acts of inclusion, through open and thoughtful communication and behaviors that foster collaboration and trust;
- Acknowledging and meaningfully addressing bias or discrimination wherever it may occur; and,
- Nurturing each other as human beings and supporting each other to thrive.

We aim to be diverse and inclusive across all aspects of our work and in all our human resources policies. We will not discriminate based on ability, age, sex, gender identity or expression, sexual orientation, disability, socioeconomic status, political or religious beliefs, national origin, race or ethnicity, skin color, health status, pregnancy, caring responsibility or any other basis prohibited by law. Our commitment to diversity and inclusivity will be especially reflected in the following areas:

Recruitment

The B Team will practice openness and transparency in staff recruitment, recognizing that it is key to attracting diverse talent and nurturing a strong team. Vacancy announcements will be disseminated widely, and will reflect the organization's core values, including our commitment to equity and inclusivity at all levels, and in all

workplaces. Throughout the hiring process, we will take steps to reduce the risk of unconscious bias shaping our decisions, to ensure that all qualified candidates are given equal attention and opportunity. We will hold staff trainings on best practice, remove gendered language from vacancy announcements and ensure that a diverse slate of candidates is interviewed for each open position.

Accessibility

We will ensure that the access needs of all staff are met. If the access needs of a staff person change, every effort will be made to support them in their transition, and in performing their role to the best of their ability.

Mentorship

We know that staff grow and excel when they feel supported. We will foster a learning culture where the emphasis is on self-development aided by peer mentorship, in addition to nurturing the relationships between team leads and direct reports.

Remuneration

We are committed to fair remuneration of all staff, without discrimination on any grounds of identity, in accordance with their performance, skills and experience, and on a level equal to others performing similar roles. We will strive for pay equity at each level and work to address any discrepancies brought to light.

Leave of Absence

Staff shall have full and equal access to the entitlements set out in the organization's policy on staff leave. All eligible staff shall have access to parental leave, regardless of sex, marital status, birthing status, sexual orientation or gender identity or expression. We will nurture the mental health and wellbeing of all staff and will provide additional support in line with our HR policies.

Termination of Employment

Any employee that chooses or is requested to terminate employment with The B Team, shall be free to do so, and shall be protected from any reprisals.

Responsibilities of the Board

The B Team Board of Directors has a responsibility to ensure The B Team complies with the diversity and inclusion requirements set out in this policy, and acts in line

with the laws enforced by the [US Equal Employment Opportunity Commission](#) and the [UK Equality Act 2010](#).

The Board has ultimate responsibility to ensure that any accusations of harassment, bullying, victimization or discriminatory behavior on the grounds of a protected characteristic of identity are addressed. If a staff member experiences discrimination, feels victimized or harassed by either a colleague or B Team partner, they should speak in the first instance to their manager. If this does not resolve the issue, or if the issue is sensitive, then the CEO should be the next point of contact. If this does not resolve the issue, then the final point of contact is the Chair of the Board.