

Baltimore Community ToolBank Impact 2023



Equity, Diversity, Inclusion & Accessibility

Action Items:

- Participated in Baltimore Pride Parade*
- All staff attended American Sign Language 101 course*
- Implemented social media policy for enhancement of visually impaired audience
- Collected 'Why Statements' from all board members
- Opened rolling applications for potential board members on website
- Added accessibility trainings to weekly staff meetings
- Empowered all staff to choose their own holidays
- Implemented progressive parental leave policy*

It is vital that our *intention* to serve *equitably* has *action* behind it to make it *actual*.
Action includes *expenses* in our *budget* correlating to tangible *outcomes*.

Denotes expense of funds