

Baltimore Community ToolBank

Impact 2023 & 2024

Equity, Diversity, Inclusion & Accessibility



Action Items:

- Participated in Baltimore Pride Parade each year.*
- All staff attended American Sign Language 101 course.*
- Implemented social media policy for enhancement of visually impaired audience.
- Maintained balance of broad diversity on board of directors.
- Opened rolling applications for potential board members on website.
- Added accessibility trainings and naming examples of empathetic approach 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