

Seaside Sustainability

Diversity, Equity, Inclusion, Justice and Accessibility (DEIJA) Policy

Adopted by the Board November 2023

We recognize that people, communities and ecosystems are adversely affected by issues of diversity, equity, inclusion, justice and accessibility (DEIJA). These issues are important to us because we strive to make an impact on our planet. Focusing on sustainability, education, and action, we are committed to inspiring people to make a positive impact on the planet. We believe in the power of education to create change and offer a range of programs aimed at promoting sustainable living practices. Our team is dedicated to creating lasting change. In order to create lasting change, we strive to be inclusive. Many of our important programs include the international internship and advisory programs, our project based learning sustainability curriculum available for free for underserved schools, our free marine debris curriculum, our department dedicated to environmental justice work, and our partnerships with schools around the globe to name a few.

How do we address and improve DEIJA at Seaside?

Diversity: We continue to attract an incredibly diverse group of interns, advisors, contractors and volunteers from across the globe. We continuously need to create a more representative board of directors and are striving to engage an increasing diverse group of stakeholders.

Equity: Although Seaside provides many opportunities to engage with our programs and departments both virtually and in-person. We are committed to including more methods to engage with those that are underrepresented with little access to resources like internet and computer access especially in the virtual world.

Inclusion: Seaside is committed to creating an environment that embraces and values the full spectrum of human diversity. We are committed to improving practices where all relevant experiences, communities, histories, and people are welcomed, respected, supported, and empowered to contribute meaningfully to the collective whole.

Justice: Seaside continues our commitment to the fair and equitable treatment of all individuals, regardless of their socioeconomic status, race, ethnicity, or other demographic

factors; we are committed to discovering better methods of delivering our many services to a wider audience.

Accessibility: Seaside is committed to provide all participants the same information and materials, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use.