



Rachel Carson Homestead Association, Inc. Diversity Plan

Adopted July 6, 2017

Diversity Plan

Statement of Principle

The Rachel Carson Homestead Association, Inc. (herein, "RCHA") operates, administers, and executes its programs in a way that allows all residents of the Allegheny Regional Asset District to participate in employment, purchasing and contracting, volunteer service and grant opportunities and programs. This is the spirit and intent of the governing policy and the commitment of board and staff.

The RCHA Board hereby updates its Diversity Policy reaffirming its commitment to diversity and inclusiveness among regional assets. To achieve its full mission while continuing to give full access to its activities, the RCHA commits to the following plan:

Goal 1: Provide timely access to information about employment opportunities with the RCHA.

Strategies:

1. Post all RCHA employment opportunities on the RCHA web site.
2. Advertise postings in daily papers as well as targeted media.
3. Contact agencies offering employment referral services to diverse populations about employment opportunities.
4. Notify assets, advisory board members and other constituents and request referrals.
5. Post all RCHA employment opportunities with job availability sites and resources.

Goal 2: Afford all RCHA businesses and particularly MBE/WBE/DBE businesses access to information about purchasing and contracting activities.

Strategies:

1. As purchasing/contracting opportunities arise, search MBE/WBE/DBE databases for firms qualified in the area and notify them of the opportunity.
2. List opportunities on RCHA web page.
3. Notify referral agencies of opportunities.
4. Publish and circulate information on opportunities with the RCHA as well as its funders.
5. Notify and/or participate in trade fairs and other program designed to inform businesses about opportunities.

6. Disseminate information on MBE/WBE/DBE to funded assets.

Goal 3: Promote diversity in the appointment of the Advisory Council and other posts under the control of the Board.

Strategies:

1. Recruit candidate's representative of the population of the county for seats on the Advisory Board via notifications to community groups, assets, web postings. Include these prospective candidates in nomination pool.
2. Recruit candidates for the at large member seat on the board via notifications to community groups, assets, web postings. Include these candidates in the nomination pool.
3. Consider diversity as a criterion when citizens are appointed to panels, committees.

Goal 4: In addition to seeking applicants representing diverse populations, include diversity initiatives and participation as part of the evaluation process.

Strategies:

1. Maintain contact with other organizations for information about emerging opportunities and notify these organizations about the RCHA program.
2. Outreach to the community for potentially eligible assets.
3. Announce through general as well as targeted media the availability of applications.
4. Require understanding of and commitment to Diversity Plans with applications and consider diversity as an evaluative element.
5. Consider increase support for emerging assets as they prove viability and increased service.

The Executive Director is charged with implementing this plan and shall report annually to the board on what actions have been taken under each goal.