THE BIG IDEA

• **INCLUSION.** Fostering an environment where everyone feels welcomed, respected and is invited to participate in the organization’s activities, including decision-making.

• **DIVERSITY.** Reflecting the full representation and participation of all identities and experiences including, but not limited to race, ethnicity, color (defined as skin color, separate from race), natural hairstyle, national origin, ancestry, gender, gender identity, sexual orientation, age, education, family responsibilities, marital status, religious beliefs, language, and abilities.

• **EQUITY.** Allocating resources fairly and the just treatment of all people and partners who participate in our programs and operations.

• **ACCESSIBILITY.** Thoughtfully and intentionally removing barriers and creating pathways that allow for participation in Nature Forward’s programs and operations.

*Nature Forward strives to be a model of inclusion, diversity, equity, and accessibility (IDEA) in all ways feasible for us.*