



## Diversity

### **Nondiscrimination**

- This category is about demonstrating our commitment to creating and maintaining an equitable workspace.
- The Alliance received three stars because we already have many different policies in place around non-discrimination such as the Equal Employment Opportunity policy. In fact, the Alliance goes above and beyond this to include positive declarations that the organization welcomes people from all walks of life, encourages and celebrates diversity of thought and experience.

### **Gender Diversity**

- This category relates to ensuring gender diversity and inclusiveness in our workforce. The goal is for organizations to have a workforce that is gender balanced in all job classifications.
- At the Alliance Center, 80 percent of our staff are women, our Executive Director is a woman, and 80 percent of our directors are women too! We are proud women hold positional power, but received zero stars since our workforce is far from 50 percent men and 50 percent women. This is an example of one area that we struggled with understanding why JUST would count this measurement this way considering that women are the minority in general and there were no measures for transgender individuals.

### **Ethnic Diversity**

- This category focuses on ensuring ethnic and racial diversity and inclusiveness in our workforce. The goal is for organizations to have a workforce that is as ethnically and racially diverse as the community it serves, which is the state of Colorado in our case.
- In Colorado, 69 percent of the population is Caucasian and 31 percent is non-Caucasian. At The Alliance Center, 80 percent of our workforce is Caucasian and 20 percent is non-Caucasian. We received two stars because our workforce has a maximum of 11 percent deviation from the current state census data on aggregated Caucasian and non-Caucasian demographics. Increasing ethnic diversity on our staff and board is a major commitment by our organization.

## Equity

### **Full-time**

- This category relates to ensuring that full-time employment is at the basis of our workforce. Full-time employment provides stability and predictability regarding an individual's personal and financial well-being.
- At the Alliance Center, 93 percent of our employees are full-time which is why we received three stars.

### **Pay Scale Equity**

- This category calls for organizations to commit to and demonstrate that they have a compensation scale equity program for all their employees across all job classifications in addition to pay-scale gradients from the lowest job classification employee to the highest job classification employee.
- We implemented a policy requiring the highest full-time position to make no more than 3.5 times our lowest full-time position which is why we received 3 stars. To go above and beyond, in 2019, The Alliance Center will be engaging with Nita Mosby

Tyler, an HR consultant, to define a pay scale equity policy and implement practices that support equity across all job classifications.

### **Union-friendly**

- This category refers to demonstrating that we support the right of employees to self-organize and, if desired, to join or form a union.
- We care about our employees and have instituted practices to elevate issues to senior leadership when they arise. While we support the rights of employees to unionize, we received one star as the required language to “actively support the right to unionize” didn’t feel authentic for our small organization. More importantly, we couldn’t identify tangible actions to implement this statement and take it beyond the words.

### **Living Wage**

- This category refers to demonstrating that we provide a living wage. It is defined as financial compensation that reflects what individuals need to support themselves and their families above the poverty line, based on the actual costs of living in any specific community and measured by a tool found at <http://livingwage.mit.edu/>
- The Alliance Center received two stars since we exceed the JUST living wage standard of “two adults (one working)” for all except our lowest paid employee.

### **Gender Pay Equity**

- This category calls organizations to demonstrate that they have a working gender equity pay scale program.
- The Alliance Center received three stars in this category since we take the following proactive steps to help ensure gender pay equity:  
(1) Set and disclose a pay range on job postings when hiring for all positions,  
(2) conduct annual pay equity evaluations, and  
(3) conduct annual equity pay reviews.
- In 2019, The Alliance Center will be engaging with Nita Mosby Tyler, an HR consultant, to update our performance review and pay equity policies and practices.

### **Family Friendly**

- This category refers to offering flexible work arrangements and providing paid and employment-protected parental leave.
- The Alliance Center provides a minimum of 12 weeks of paid employment-protected parental leave, but we received two stars for this category. In order to obtain three stars, an organization must offer 24 weeks of paid and employment protected maternity leave.

## **Safety**

### **Occupational and Hazardous Chemicals**

- This category refers to providing a safe healthy work environment for employees and foster and advance a safety and health management system for all employees.
- The Alliance Center has had no OSHA complaints or violations in the past 48 months and thus obtained three stars in this category.

### **Hazardous Chemicals**

- This category refers to providing a safe and healthy work environment for employees and foster and advance hazardous materials and chemicals management systems for all employees.
- The Alliance Center has had no OSHA complaints or violations in the past 48 months

## Worker Benefits

### **Worker Happiness**

- This category calls organizations to demonstrate their concern for worker happiness by creating and maintaining work environments that are conducive to happiness.
- We made a two question questionnaire for our employees in which we received a score of 8.7 on the aggregated worker happiness rating scale. The Alliance Center received 3 stars since we achieved a score higher than 8.0 on the aggregated worker happiness rating scale.

### **Benefits**

- This category refers to the benefits we offer to our employees.
- The Alliance Center provides 100% comprehensive (medical and dental) health insurance premiums for full-time employees, a SIMPLE IRA retirement plan with a 3% employer match, group life insurance, three weeks of paid time off for employees that have worked for 3 years or less and a RTD pass.
- We received two stars since we do not offer vision benefits in the health insurance plan. In 2019, The Alliance will explore adding vision benefits as well as employee family member coverage.

### **Continuing Education**

- This category calls for organizations to commit to supporting, sponsoring and contributing financially to the continuing education and training activities relevant to their employees.
- The Alliance Center encourages full-time employees to engage in continuing education activities by sponsoring and contributing financially. At the moment, each department budgets for each full-time employee, but, in 2019, we will develop a formal continuing education policy that will be proportionate to pay scales and job tiers.

## Local Benefits

### **Local Control**

- This category calls for organizations to have a direct relationship with the communities that they serve.
- The Alliance Center received 3 stars since our leadership lives in the communities we serve. We engage with our local community by hosting public, educational events that highlight how climate change is connected to all aspects of our lives and inspires collective civic duty. Additionally, as part of our stakeholder engagement strategy, we bring together local leaders, community members, and innovators across various sectors and geographic areas to brainstorm practical solutions to our environmental concerns and showcase ideas that can be scaled and replicated.

### **Local Sourcing**

- This category calls for organizations to demonstrate their support for local businesses.
- We recognize that local sourcing is an important component of healthy and sustainable communities. As such, in the past year, The Alliance Center purchased 75 percent of its goods and services from locally owned, independent businesses, resulting in a score of three stars.

## Stewardship

### **Investing**

- This category calls organizations to support socially responsible investing (SRI) and ensure their funds are held in community focused financial institutions.
- Nonprofits are exempt from this category and thus we automatically received three stars. This exemption does not seem right to us as our organization, and other nonprofits, also has financial accounts and investments. We have set a goal to earn the three stars by having a 100 percent SRI investment portfolio in 2019 as well as ensuring our other financial instruments (checking accounts and credit cards) are held with community focused banking institutions such as credit unions or Benefit Corporations.

### **Volunteering**

- This category calls for organizations to offer paid time off to volunteer.
- The Alliance Center opted out from this category because, as a nonprofit ourselves, we currently do not offer paid time off to volunteer.

### **Positive Products**

- This category refers to supporting products and services that contribute to the betterment of people, communities, and the environment.
- The Alliance Center received three stars in this category. However to go above and beyond, The Alliance Center will create a positive procurement policy and contract guide for staff to use when making purchasing or selection decisions. This guide will include minimum product standards (Living Building Challenge red list, Fair Trade, Forest Stewardship Council, etc.) as well as positive company screens (like B Corporations, JUST, BALLE, local, etc.). The intention is for this guide to inform organizational purchasing decisions and also serve as a resource to be shared with the local business community via our Best for Colorado program.

### **Charitable Giving**

- This category calls for organizations to be involved in charitable giving.
- Nonprofits are exempt from this category and thus we automatically received three stars.

### **Animal Welfare**

- This category refers to supporting animal welfare.
- The Alliance Center received three stars in this category since we already support animal welfare by being a dog-friendly space, and by not supporting companies to participate in animal testing or do business with factory farms.
- In 2019, The Alliance Center will create a positive procurement policy and contract guide for staff to use when making purchasing or selection decision which includes animal welfare. At a minimum, the policy will cover food purchased for work functions (meetings and larger events), food served at paid customer event space rentals, and food provided in our cafe.

### **Transparency**

- This category refers to being ethically transparent in all aspects of our organization. This blog post is an example of such!

If you have any questions please feel free to contact us!