



Renewable Energy Vermont Diversity Statement

REV's Diversity Statement guides board members and staff in setting organizational policies and priorities. REV believes that a strong commitment to diversity, equity, inclusion, and justice (DEIJ) is essential to our organization's success and a prerequisite for a just transition to a 100% fossil fuel-free future. REV integrates DEIJ principles and considerations into all work, including by:

1. Uplifting voices that are historically underrepresented in the energy industry at REV events and creating accessible opportunities for all to engage on policy and regulatory issues
2. Continuing to diversify our Board to ensure that we have a variety of perspectives guiding our organization and to create leadership opportunities for underrepresented voices
3. Advocating for policies and forming partnerships that bring greater access to renewables and enhance the well-being of all Vermont residents
4. Seeking partnerships that support local, state, regional, and national efforts to end environmental discrimination from fossil fuel use and to educate the public about these issues
5. Engaging in inclusive and equitable hiring practices and offering scheduling flexibility to accommodate the unique needs of our staff
6. Highlighting the need for economic and environmental justice in our communications work

REV recognizes that all board members and staff must contribute to an inclusive and supportive work environment and must commit to ongoing learning and growth needed to support DEIJ practices within REV.