

ARTICLE 20. DIVERSITY, EQUITY, AND INCLUSION

Section 1. Commitment to a Diverse Workforce

RAICES shall continually strive to attain and maintain a diverse workforce through its ongoing efforts to increase employment of members of underrepresented groups, including but not limited to women, racial and/or ethnic minorities, the LGBTQ community, and persons with disabilities, and to provide opportunities for promotion and advancement within RAICES.

RAICES shall continue to undertake recruitment efforts aimed specifically at, but not limited to, underrepresented student populations at colleges and law schools, law student and state bar associations advocating for underrepresented groups, and publications targeted at those demographics.

RAICES shall communicate its diversity-focused recruitment efforts to hiring managers and in-house or third-party recruiters. In addition, RAICES shall:

- a. Track and annually report anonymized applicant and hire data by position and/or department where applicable;
- b. Provide an annual summary of RAICES's efforts to increase diversity within the organization.

Section 2. Commitment to Serving All Immigrants and Refugees

RAICES shall continue to work on developing policies and practices aimed at serving non-Spanish speaking immigrants and refugees. This can include, but is not limited to, recruiting employees with appropriate language and cultural competencies, providing culture-specific training, and establishing units within departments dedicated to meeting the needs of particular immigrant groups.