



## **Diversity, Equity, and Inclusion at Forth**

### **As adopted by the Forth board of directors 11/2017**

#### **What Forth Believes**

Forth believes that electric and smart mobility have the potential to transform our lives, and our communities, for the better. They can make it cheaper, cleaner, and easier to get around. However, as with most new technologies, they will tend to appear first in communities with more resources, more opportunities, and better access to information.

We believe it is critical to demonstrate how these technologies can make life better for traditionally underserved communities, for at least three reasons:

- Traditionally underserved communities are most in need of affordable mobility options. The cost of mobility, and the lack of options in these communities, are major barriers to economic opportunity.
- The environmental, climate, and public health benefits of bringing electric, shared, and smart mobility to traditionally underserved communities are generally greater than the benefits of introducing them in more affluent communities.
- If policy makers and the general public believe these technologies represent “privileged mobility” for the wealthy, they will not support them – or the public policies and programs that will help the industry grow.

In short, Forth believes we can only achieve our mission<sup>1</sup> by making these technologies more available to traditionally underserved communities. To accomplish this goal, we also need to ensure that we are promoting diversity, equity, and inclusion within our operations as well as in our work. As a nonprofit industry association and an advocate for new mobility, Forth believes that we can play a unique and central role in this work.

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<sup>1</sup> “Our mission is to accelerate the growth of the electric and “smart” mobility industry and promote greater adoption of these technologies.”

Forth is committed to eliminating barriers of entry and adoption for clean transportation. In order to achieve our mission, it is essential that we promote diversity regardless of race, gender, age and social class in all aspects of Forth's decision-making. Forth encourages outcomes which support its goal to increase clean transportation equity in communities across the Pacific Northwest and beyond. Our work should build strong relationships while educating and empowering the community at large.

### **Forth's Equity "Check In" Tool**

Forth has developed an equity lens or 'check in' tool designed to help us focus on these issues. As we consider and implement policy objectives, programs, or other decisions, whether at the board or staff level, we will ask ourselves the following questions:

#### Pre-Implementation

1. What is the actual outcome we are trying to achieve?
  - How will we hold ourselves accountable?
2. Who benefits and who is burdened by this issue, decision, or proposal, both internally and externally?
  - Are they at the table or included in our discussion?
  - If not, why?
  - How do we bring them to the table?
3. Who are the potential partners in this work?
  - Which ones are included? Which ones are not?
  - How do we include more of them?
4. How open have our communications been with partners?
  - How could we further open the conversation?
5. What impact will this decision have on our relationships with partners?
6. If racial and social justice were our most important criteria, what would we do?
  - If that's not what we are doing, why not?
  - What other criteria are we balancing?

#### Post-Implementation

1. Did we achieve our intended outcome?
  - If not, why?
  - What can we do differently next time to achieve our outcome?
2. Did we achieve the expected impact?

- Was there an unexpected impact from the decision?
3. What impact did this work have on relationships with our partners?
  4. Were racial and social justice incorporated into our decision?
    - If not, what would need to change for us to do that next time?
  5. What did we learn?

## **DEI In Action**

This statement applies to all Forth employees, interns, volunteers and its Board of Directors, and is intended to shape all of our activities. Examples include:

**Projects.** We will proactively and intentionally seek out demonstration and pilot projects that allow us to demonstrate how electric and smart mobility can provide practical benefits to traditionally underserved communities.

**Policies.** When pursuing policy objectives, we will seek solutions that create more equitable outcomes, and do not increase burdens on traditionally underserved communities.

**Employment.** We will aggressively recruit volunteers, staff, and contractors who bring more diverse backgrounds and first hand experience with diversity, equity, and inclusion to our team. We aim to have a team and a board that are, at least, reflective of the diverse communities we strive to serve.

**Events.** We will strive to give visibility and “airtime” to speakers whose voices are not traditionally heard, and who are more reflective of traditionally underserved communities.

**Process.** We encourage all individuals to participate in various levels of decision-making, and to hold us accountable for meeting these goals and ambitions. We will use this document to shape our strategic plan and our organizational development in the coming years.