

Partnership Board Diversity, Inclusion and Equity Policy

Adopted on October 19, 2020

The Partnership Board of Directors strives to reflect the diversity of Downtown Frederick, provide an inclusive environment that encourages discussion and seeks to achieve equity in our work. Working towards these goals provides the Partnership with a greater understanding of Downtown Frederick; bringing additional perspectives, needs, feedback and priorities to board discussions.

Diversity: The Partnership Board of Directors seeks to reflect the diversity of the Downtown Frederick community in our board membership. The Board includes representatives of key stakeholder groups: downtown business owners, downtown residents and professionals. The Partnership also works to recruit board membership that reflects the demographic diversity of Downtown Frederick. Demographic diversity is intended to include race, ethnicity, sexual orientation, religion, disabilities, education, language, socioeconomic status, age and gender.

Inclusion: The Partnership Board seeks to make sure all board members and their perspectives are welcomed. Board members are encouraged to let their opinions, background, ideas, ethnicity, etc be known. All board members are expected to participate and fully engage in the governing process.

Equity: The Partnership Board seeks to ensure fair treatment, equal access and equal opportunity for all in the board decision making process.