



Diversity, Equity, and Inclusion Volunteer Policies

We value the safety and well-being of each of our volunteers and are committed to creating an organizational culture where all are welcome. To ensure that our projects support the unique backgrounds of our diverse participants, we have instituted the following diversity, equity, and inclusion (DEI) policies:

Volunteer DEI Policies

- Volunteers are required to treat with respect the diverse experiences, identities, views, and beliefs of volunteers, staff, and other individuals involved in projects.
- Any volunteer contributing to a hostile or exclusionary environment will be asked to change their behavior or leave.
- If you are volunteering with Sageland Collaborative and experience any type of harassment, aggression, or exclusion from volunteers, staff, or others who may be present or nearby, please remove yourself from the situation and report the incident to staff present at the site or reach out to us if/when you feel safe and comfortable doing so. We will work to address the situation while maintaining confidentiality/anonymity. (See “Contact Us” below.)
- If you see something, say something. Please report any type of harassment or exclusionary behavior you witness to staff if/when you feel safe doing so (see “Contact Us” below).
- If one of our projects or communications is inaccessible to you, please let us know and we will work to increase accessibility. If this is not possible on a project (e.g. projects in remote field locations), we will work with you to find suitable replacement opportunities.

Sageland Collaborative Volunteer Coordination DEI Policies

- We will work to make diversity, equity, and inclusion a priority in our projects and volunteer coordination. When we become aware of shortcomings, we will work to improve.
- If a volunteer affected by harassment of any kind approaches us for support, we will work to ensure, when possible, that the situation is addressed and similar situations are avoided.
- Discrimination of any kind is not tolerated. We will not hesitate to report threatening behavior or speech.

How to Contact Us

- Please do not hesitate to contact us if you witness or are a victim of any type of harmful behavior. We want to prevent the situation from continuing, whether it was caused by a volunteer, staff member, or other associated person.
- We will work to maintain confidentiality. You may also choose to reach out to us anonymously, and we will respect your anonymity as we work to address the issue.
- Please bring concerns to Communications Director Sarah Woodbury at sarah@sagelandcollaborative.org or Interim Executive Director Janice Gardner at janice@sagelandcollaborative.org. You can also leave a message at (801) 328-3550 (phone messages can be accessed by all staff).