



# Diversity, Equity, & Inclusion Statement

Project GREEN’s vision is to turn everyday people into money heroes. This vision is borne partly out of the reality that too many everyday people are money victims.

The Kellogg Foundation reports that “POC in Michigan earn  $\frac{2}{3}$  of what their White counterparts earn. The resolution of this inequity would result in an additional \$15B in annual earnings, increasing Michigan’s spending power and stimulating the economy.” According to the Federal Reserve’s Survey of Consumer Finances, the median net worth of a white family in 2016 was \$171,000 – nearly ten times as much as that of Black households (\$17,150). Traps continue to be set to maintain this disparity. For example, Pew Charitable Trusts reported that payday loan stores are 2.5 times more likely to be located in communities of color.

As Project GREEN does its work of raising Awareness of personal financial matters, encouraging and equipping Asset-Building, creating fair loan Alternatives, and doing Advocacy around economic justice, we do so with an eye towards communities with the most room for growth. As Kellogg notes, helping those most in need will in fact boost the overall economy.

Project GREEN is committed to maintaining a culture of diversity and equity in all of our programs and initiatives. As an organization of empowerment, our strength is in our promise to be inclusive, with intentional strategies to welcome all and uplift historically marginalized people within our reach. We seek to identify and equip local, diverse, intergenerational voices and leaders to herald their own experiences and to work together toward their own solutions.

While our economic empowerment work targets those historically marginalized communities in Kent County and beyond, Project GREEN affirms that:

- 1) No person is excluded from organization services due to discriminatory reasons including age, disability, economic circumstance, race, ethnicity, gender, gender identity or expression, sexual orientation, world view, political affiliations, spiritual beliefs, marital status, national origin or veteran status.
- 2) No one is excluded from consideration for employment or volunteer participation, regardless of age, disability, economic circumstance, race, ethnicity, gender, gender identity or expression, sexual orientation, world view, political affiliations, spiritual beliefs, marital status, national origin or veteran status.
- 3) The organization strives to intentionally increase inclusive practices and incorporate diversity throughout its mission, governance board, staff, volunteers, vendors and constituents.

Join us as we help families to rewrite their financial legacy!

Adopted by Board of Directors Friday, July 17, 2020