

SUPPORTING EQUITABLE SYSTEMS

We put people at the center of our daily practices, working towards equity across projects. Our independent contractors work on time-bound projects, split their time with work for other clients, and are paid above a living wage (calculated hourly when data is available).

When we engage with diverse clients and contractors, we expand our business' circle of expertise, innovation, and inclusion.

BIPOC-OWNED BUSINESSES

We maintain 20%+ BIPOC clients and contractors, and we source from BIPOC-owned businesses when possible. As part of our 2023 office renovation, we sourced 17% of items from BIPOC-owned businesses (with these numbers self-reported by vendors and therefore potentially under-reported or under-representative).

WOMEN-OWNED BUSINESSES

In 2022, we maintained 50%+ women-owned or

women-led clients and contractors. As a small, woman-owned business, we're grateful for our community of entrepreneurs, creatives, and collaborators.

COMMUNITY CLIMATE JUSTICE

We recognize that local climate crises are best addressed by the communities closest to them, and we honor the knowledge and approaches of grassroots organizations. In our community, we directly support Kite's Nest and the Regen Compost Project as they "bring about healing, personal transformation, social connection, and systemic change" through capacity-building youth programs.

INDIGENOUS CLIMATE JUSTICE

Climate justice is inextricably bound to Indigenous rights. We directly support NATIFS (North American Traditional Indigenous Food Systems) in their dedication to "addressing the economic and health crises affecting Native communities by re-establishing Native foodways." We have further work to do, and we recognize our responsibility to learn, explore, and better support equitable systems across our business.



GIVING & MEMBERSHIPS

GIVING & DONATIONS

We give a minimum of 1% of our net operating income to community causes, making recurring donations for sustained impact.

With a focus on BIPOC and indigenous-led climate causes, we give monthly donations to:

- Kite's Nest, a local Hudson-based nonprofit, "builds the collective capacity of young people" with programs in regenerative systems.
- The Regen Compost Project is a teen-run program at Kite's Nest's Garden in Hudson.
- NATIFS (North American Traditional Indigenous Food Systems) is a nonprofit that "promotes indigenous foodways education and facilitates indigenous food access."

MEMBERSHIPS

We maintain membership in global and local sustainability organizations, and we're engaged with collective climate movements.

Committed to continuous improvement, we network with and learn from likeminded organizations, including:

- Partners for Climate Action is a Hudson Valley-based community "dedicated to local climate action" with a focus on ecological restoration and decarbonization of existing buildings.
- ISSP (International Society of Sustainability Professionals) is "the world's leading professional association of sustainability practitioners," with a focus on collaboration and capacity-building. ISSP members "actively drive sustainability in organizations and communities around the globe."

kite's nest
regen teens

NATIFS

PARTNERS FOR
CLIMATE ACTION
HUDSON VALLEY



INTERNATIONAL SOCIETY OF
SUSTAINABILITY
PROFESSIONALS