

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.



Year	Total Clients	BIPOC-Owned*	
2020	23	2	9%
2021	13	3	23%
2022	10	3	30%

Year	Total Contractors	BIPOC-Owned*	
2020	5	3	60%
2021	4	1	25%
2022	2	1	50%

Year	Total Clients	Woman-Owned*	
2020	23	10	43%
2021	13	9	69%
2022	10	5	50%

Year	Total Contractors	Woman-Owned*	
2020	5	3	60%
2021	4	1	25%
2022	2	1	50%

CLIENTS & CONTRACTS

We aim to support equity in our industry by working with BIPOC- and woman-owned clients and contractors.

As a woman-owned micro-business, our total number of collaborators is small, and we've progressively worked on larger projects with a smaller client roster—even more reason to prioritize progress in our contracts.

We've maintained 20%+ BIPOC contractors, and in 2022 that percentage increased to 50% due to a reduction in the overall number of contractors hired. Our percentage of BIPOC-owned clients also went up year-over-year due to larger projects with a smaller client roster. We maintained our work with woman-owned businesses at 50% this year across both clients and contractors.

While these numbers vary year-over-year, our goal is to put people first—maintaining diverse projects and teams in which differences are valued and appreciated.

*In the case of public companies, we use woman-led or BIPOC-led metrics in place of ownership. Clarification applied to previous years' calculations (2020, 2021, 2022).