

PHS Diversity, Equity and Inclusion Statement



PHS

The Pennsylvania Horticultural Society believes that gardening and horticulture belong to everyone.

We work in partnership with community members to promote the benefits of gardening and connect people in our region with gardening-related experiences in their neighborhoods and across the region. We welcome everyone to partner with us and together create beautiful, healthy and sustainable communities.

We acknowledge that there are oppressive systems at work within our communities. We use gardening, horticulture, and job training as tools to break down barriers to equity. PHS does not tolerate any form of harassment, discrimination, or oppression. We welcome thoughtful dialogue and criticism in our effort to use horticulture to effect social change.

We dedicate ourselves to sustaining and promoting diversity in recruitment, hiring, placement, promotion, training, provision of compensation and benefits, management of organizational activities and general treatment during employment. PHS actively works to create a community of staff, volunteers, board members, and vendors that reflects the city of Philadelphia.

We recognize that it takes the dedicated effort of many hands to create meaningful change. At PHS we commit to seeking out the expertise of community members in the neighborhoods that we work in when engaging new projects and evaluating existing work. When consulting with community members on projects, we commit to accommodating their needs, integrating their insights into decision-making, and highlighting their contributions.

At PHS, we work to create an environment where all voices are respected and heard. We provide training, mentoring and resources to create a workplace where staff feel welcome and appreciated. Reaching true equity in our communities requires ongoing effort, and in this regard, as an organization we commit to evolution and growth.