

# Our Societal Promise

A commitment to belonging, equity, and access — for every person we serve.

Effective Date: June 26, 2026



*"We don't just build capacity for nonprofits — we build it for everyone who shows up ready to serve, regardless of where they started."*

## SECTION 01

### Who We Welcome

At Society's Bedrock, we believe great leaders come from every background — not just the traditional ones. We built the Bedrock AI Workforce to serve organizations led by people of all races, ethnicities, gender identities, sexual orientations, ages, abilities, and life journeys.

Our Societal Promise is simple: if you show up ready to grow, lead, and serve — you belong here. That includes:

- People from racially and ethnically diverse backgrounds
- LGBTQ+ individuals and allies
- First-generation professionals and self-taught leaders
- Individuals with non-linear or unconventional career paths
- People living with disabilities — visible and invisible
- Leaders from under-resourced and underrepresented communities
- Veterans, returning citizens, and career changers

*Nonconventional is not a barrier here. It is a strength.*

## SECTION 02

### Our Commitment to the Nonprofit Sector

Nonprofits are often the frontline of equity work — yet the sector itself has historically struggled with internal representation, leadership pipelines, and equitable resource access. We see this. We designed the Bedrock AI Workforce to level that playing field.

Our tools are built to:

- Remove barriers to professional development for emerging leaders who lack access to high-cost coaching
- Support volunteer programs that intentionally recruit from diverse communities
- Help organizations build cross-cultural donor and stakeholder relationships
- Provide real capacity to small, under-resourced nonprofits — many of which are led by BIPOC executives

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### SECTION 03

## Accessibility for All

Society's Bedrock is committed to ensuring our website and digital tools are fully accessible to individuals with disabilities, in alignment with the Americans with Disabilities Act (ADA) and Web Content Accessibility Guidelines (WCAG 2.1).

We are actively working toward:

- Full screen reader compatibility
- Keyboard navigation support across all pages
- Sufficient color contrast ratios throughout our design
- Descriptive alt text for all meaningful images and media

If you encounter any accessibility barriers on our site, email us at [anton.timms@societysbedrock.com](mailto:anton.timms@societysbedrock.com). We will respond within 5 business days and take immediate action.

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### SECTION 04

## Language That Includes, Not Excludes

We are intentional about every word we use. Our communications, marketing, and AI tools are designed to be welcoming — never gatekeeping. We avoid jargon that implies success belongs to a select few.

*We are learners. We will make mistakes. When we do, we commit to listening, correcting, and doing better — every time.*

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### SECTION 05

## Equal Opportunity Statement

Society's Bedrock is an Equal Opportunity organization. We do not discriminate in our services, partnerships, or hiring on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, gender identity, veteran status, or any other characteristic protected under federal, state, or local law.

We celebrate the full spectrum of human experience and are committed to building an environment where everyone — clients, partners, employees, and community members — feels seen, valued, and empowered.

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#### SECTION 06

### Hold Us Accountable

This promise is not a policy posted and forgotten. It is a living commitment we review and update annually. We want to hear from you — especially when we fall short.

- Website: [societysbedrock.com](https://societysbedrock.com)
- Email: [anton.timms@societysbedrock.com](mailto:anton.timms@societysbedrock.com)

*Our Societal Promise will be reviewed and renewed every year. Last updated: June 26, 2026.*

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#### SOCIETY'S BEDROCK AI WORKFORCE™

*Move Higher. Stay Grounded.*

[societysbedrock.com](https://societysbedrock.com) | Our Societal Promise | Effective June 26, 2026

This statement applies to Society's Bedrock and its AI Workforce products only.