



## Activist Days Policy

The Peggy and Jack Baskin Foundation has added an Activist Days policy to our list of employee benefits.

### **Purpose/Goal**

The Foundation believes that our mission to reach racial and gender equity is strengthened by social justice and personal activism, and we want to give our staff members the time and space to engage with this important work.

### **Amount of Time**

The Foundation will designate at least two specific days during every month as Activist Days, and up to one day a week based on staff interest. Regular salaried full-time and part-time employees may participate in these days, in accordance with the Foundation's activism guidelines. If desired, employees can request additional or alternative days, in consultation with the Executive Director.

### **Guidelines**

#### **Personal Activist Days**

On Activist Days, employees are free to dedicate their time to any causes or campaigns that matter to them. Staff members are encouraged to tackle their personal activist goals, and are not tied to any designated causes, campaigns, or organizations. Examples of activities in which employees may choose to participate include signing petitions, organizing gatherings, or making calls. During this time, employees are not subject to the limitations described below.

#### **Foundation Activism**

However, when conducting activism on behalf of the Foundation, staff members are subject to the following limitations:

- Cannot engage in direct lobbying, which is defined as communication with a legislator that expresses a view on a specific legislation
- Cannot engage in grassroots lobbying, which is defined as communication with the public that expresses a view about specific legislation and includes a call to action
- Cannot support or oppose any candidate for public office
- Must maintain nonpartisan standing

These restrictions are not applicable to the personal Activist Days described above.