



## Our Privacy Policy Agreement

**The Race Equity Index is a global community of volunteers that seek to advance focus and dedication towards racial equity in the non-profit and international development sector.** We are a network of people working globally to amplify and activate conversations surrounding racial equity through dialogue, engagement, research, and communications. We aim to build, sustain, and magnify both conversations and actions surrounding racial equity.

We value our users' privacy and seek to facilitate a supportive and comfortable environment. This Privacy Policy ("Policy") will help you understand how we collect, use, and store personal information from those that use our website or online frameworks, and what we will and will not do with that collected information. Our Policy has been designed and created to ensure those that are affiliated with the Race Equity Index of our commitment and realization of our obligation to exceed most contemporary privacy standards.

**This Policy will specifically inform the user on:**

- (1) What qualifies as personally identifiable information;**
- (2) What personally identifiable information is collected through our website;**
- (3) Why we collect personally identifiable information and the legal bases for such collection;**
- (4) How we use the collected information and with whom it may be shared;**
- (5) What choices are available to you regarding the use of your information; and**
- (6) The security procedures in place to protect the misuse of your information.**

We reserve the right to make changes to this Policy at any given time and encourage users to regularly check this Policy if they wish to be apprised of any recent changes. If at any point in time The Racial Equity Index decides to make use of any personally identifiable information contained within our network, in a manner that considerably deviates from that which is stated in this Policy, at the time the information was collected, the users will promptly be notified and have the opportunity to withdraw their consent for information usage. **We are dedicated to protecting personal information and making every effort to process and store data in a fair, understandable, and open way. For further inquiries about our data protection practices please contact us via email at [TheRacialEquityIndex@gmail.com](mailto:TheRacialEquityIndex@gmail.com).**

This policy applies to the Race Equity Index and its programmatic efforts in their entirety, and it governs any and all data collection processes and by the organization and our agents. Through engagement with the organization then, you are therefore consenting to the data collection policies outlined in this document. This document does not govern and is not intended to influence the collection and usage of information by companies and agents that are not under the control or management and employment of the Race Equality Index. Please view the privacy policies of the organizations that are identified in click-through links and resources that may from time to time be hosted on our web and social media platforms.

## Personally-Identifiable Information

It is within your right to withhold personally identifiable information, although if you elect to do so it may innately have an impact on our ability to best serve you and your specific needs. This general information can include, among other things, your name and contact information. In addition, the Race Equity Index may from time to time collect non-personal, anonymous demographic information to assist us in providing and maintaining our quality of service and advocacy.

GDPR rules recognize that some categories of personal information are more sensitive. **Sensitive information** includes information about a person's physical or mental health, race, ethnic origin, political opinions, sexual orientation, or religious beliefs.

In the event you provide us with any sensitive personal information by email or other means, we will treat this information with extra care and confidentiality and always closely follow the Privacy Policy when handling this information. You can decide to remain anonymous when you are interacting with us. This may be when you are interacting with us for the purposes of informing our research, or when you would like to share your story as part of our ongoing research or work that we may want to publish on our social media, websites etc.

## Cookies

Our online platforms utilize "cookies" to enhance user and visitor experiences. This file is held locally on your computer and helps to facilitate streamlined engagement with repeat visitors and users.

You can control the types of cookies that your individual internet browser allows to be used, and the frequency in which they are erased, through your internet browser's security settings. Cookie files do not allow for individual or independent identification and may not be required for initial or continued use of our online platforms.

## Collection of Personally-Identifiable Information

We collect data for several reasons, to include:

- To better understanding the needs of the members and communities that we support and serve;
- To fulfill legitimate interests in improving our programs, services, and advocacy;
- To send updates and promotional emails containing information that we think you may like or concerning upcoming surveys, research opportunities, and volunteer opportunities (when you have provided consent for such communications);
- To identify opportunities that you can get further involved with our advocacy and program

The data that is collected from you will be stored no longer than is necessary, the length of such time will from time to time be determined based upon subjective reasonableness and relevance standards from the organization's viewpoint.

## Use and Disclosure of Collected Information

As previously mentioned, we may collect and may make use of personally-identifiable information to assist in the operation of our advocacy and services, and the quality and maintenance of our peripheral frameworks and online platforms. At times, we may find cause to use personally-identifiable information to avail our membership and/or constituency to other available programs and services within the Race Equity Index.

Such information will not be provided to third-party actors or organizations not under the control of the Race Equity Index, for similar purposes. The Race Equity Index may not use or disclose the collected information provided by you except:

- As necessary to provide services and to engage in advocacy as consented to by the users, or in other ways as described in this Policy;
- In the aggregate with other information and in such a way that individual identities cannot be reasonably determined;
- As required by law or in response to judicial action;
- To outside auditors who have agreed to keep the information confidential;
- For non-marketing purposes (such as bug alerts, security breaches, account issues, etc.); and
- As necessary to maintain, safeguard and preserve the rights and property of the Race Equity Index.

## Unsubscribing and Opting Out of Future Communications and Data Collections

All users and visitors to our website have the option to discontinue receiving communications from us by way of email or newsletters, by unsubscribing from such notifications. To unsubscribe from our mailing lists, please follow the identified links and instructions within the email which may, from time to time change. **You may also contact our team directly, at [TheRacialEquityIndex@gmail.com](mailto:TheRacialEquityIndex@gmail.com).**

If you wish to opt out or unsubscribe from any third-parties which are attributable to or were found through our programming and content, but which are not under the direct control of the Racial Equity Index, you must go to that specific website to unsubscribe or opt out.

## Engagement with Affiliate Links

This Policy applies only and solely to the information collected through the online platforms controlled by the Racial Equity Index. Our online and social media platforms may, from time to time, contain links to affiliates and other organizations or platforms. The Racial Equity Index does not claim or accept responsibility for any privacy policies, practices, or procedures of such websites. Therefore, we encourage all users and visitors to be aware when they leave our website and to read the privacy agreements of the click-through websites that are visited.

## EU-US Privacy

As a global operation, it is possible that personally identifiable information collected by our organization may be transferred between the United States and the European Union, while staying within the confines of our controlled agency. The adequacy decision on the EU-US Privacy became operational on 1 August 2016. This framework protects the fundamental rights of anyone in the EU whose personal data is transferred to the United States for commercial purposes. It allows for the free transfer of data to companies that are certified in the United States under the Privacy Shield.

## Security

The Racial Equity Index takes precautions to protect the collected information of our users and visitors. When sensitive information is submitted to the organization, through our website or other electronic means, the user's information is protected both on and offline. Wherever payment information is collected, such information shall be encrypted, transmitted in a secure manner, and maintained only for a time period which is reasonably necessary.

Collected information stored offline is done so in a secure manner, availing only the Racial Equity Index agents with the information on a need-to-know basis to perform a specific function. This is don't to prevent loss, misuse, unauthorized access, disclosure, or modification of the user's or visitor's personal information under our control.

In accordance with regulatory mandates through the General Data Protection Regulation (GDPR), the Racial Equity Index takes additional precautions to ensure privacy protection and security, including:

- Completing an assessment of data processing activities to improve security;
- Hosting a data processing agreement with any and all third-party vendors which may, from time to time, require access to collected data in furtherance of the Racial Equity Index's programs and advocacy;
- Appointing a data protection officer for the organization to monitor GDPR compliance; and
- Implement protocols to handle actual and potential security and data breaches.

The GDPR further provides all individuals with rights. These rights can be invoked, free of charge, by contacting us directly, at [TheRacialEquityIndex@gmail.com](mailto:TheRacialEquityIndex@gmail.com).

- You have the right to request access to a copy of your personal collected information and an explanation of its use and retention.
- You have the right to withdraw your consent for communications and further data collection at any time.
- You have the right to request rectification of inaccurate or incomplete, personal information held about you.
- You have the right to ask for the erasure or restriction of collected personal information where this is no longer a justifiable need for its continued maintenance.

## Acceptance of Terms

By using this website, you are hereby accepting the terms and conditions stipulated within this Privacy Policy Agreement. If you are not in agreement with our terms and conditions, then you should refrain from further use of our sites and platforms. In addition, your continued use of our website following the posting of any updates or changes to our terms and conditions shall constitute further agreement and acceptance of such changes.

If you have any questions or concerns regarding the Privacy Policy Agreement related to our website, please feel free to contact us at [TheRacialEquityIndex@gmail.com](mailto:TheRacialEquityIndex@gmail.com).