

Purchasing Policy to Advance Diversity and Inclusion

In an effort to pursue policies and practices that foster an environment of diversity and inclusion, The Junior League of Detroit (herein the “League”) is committed to doing business with vendors (suppliers, consultants and other providers of goods and services) that are diverse (in age, culture, religion, systems of thought and approaches, ability, experience, race, ethnicity, marital status, sexual orientation, gender identity, and other characteristics). Purchasing decisions shall adhere to the guidelines set forth in this policy so far as commercially reasonable based on the circumstances.

1. All individuals who purchase goods and services on behalf of the League must make reasonable efforts to ensure that prospective vendors are diverse (as described above) and representative of neighborhoods in the community served by the League.

2. All individuals who purchase goods and services on behalf of the League must ensure that the cost of the required services be commercially reasonable based on comparable goods and/or services offered by similar vendors within the city, county, region, or state.

3. All vendors hired by the League must enter into a written contract for any goods or services provided, rendered, purchased, etc. for the League and/or a League event, which shall identify the goods or services purchased and the manner in which the goods or services will be delivered or rendered. All contracts are subject to review of the League’s corporate counsel and the League’s Board of Directors.

4. All contracts with vendors shall include a “Right of Termination” Clause, whereby the League shall have the sole and exclusive right to terminate such agreements upon the discovery of or the existence of the following:

- A. The vendor has made statements or otherwise supported or promoted discrimination based on race, religion, national origin, sexual orientation, sex/gender, and/or disability;
- B. The vendor has been a defendant in any criminal, civil, or administrative litigation/proceeding regarding statements, support, or actions that amounted to discrimination based on race, religion, national origin, sexual orientation, sex/gender, and/or disability;
- C. The vendor has been arrested for, charged with, or convicted of any crimes (whether misdemeanor or felony) that would constitute crimes against persons, crimes against property, hate crimes, white collar crime, or organized crime, exclusive of traffic offenses/citations, and;
- D. The vendor has committed any act or does anything which might reasonably injure, tarnish, damage, or otherwise negatively affect the reputation and good will associated with the League.

5. All contracts with vendors must include a "Vendor Representations" clause, whereby the vendor agrees to provide goods and services in compliance with the applicable local, state, and federal laws, rules, guidelines, standards, and codes for health and safety.

6. All individuals who purchase goods and services on behalf of the League must make reasonable efforts to ensure that vendors use equipment and products, when possible and commercially reasonable, that are recyclable, made of recyclable content, and/or designed to reduce waste and minimize environmental damage.

7. The League shall keep accurate and timely records regarding the contracts with vendors, including records of the following: (A) the name, phone number, email address, and name of the representative agent for each vendor; (B) the dates when goods or services are approved by the League, purchased from the vendor, and delivered/rendered by the vendor; (C) the dates and amounts of money for each payment made to the vendor, and; (D) any other information kept in the ordinary course of business.