



Hamilton & District Extend-A-Family Diversity and Inclusion Statement

At Hamilton & District Extend-A-Family a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feel valued and respected. We are committed to non-discriminatory procedures and to provide equal opportunity for employment and advancement in all areas. We respect and value diverse life experiences, heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for the not for profit sector, and to maintaining an inclusive environment with equitable treatment for all.

Hamilton and District Extend-A-Family will:

- Provide informed, authentic leadership for cultural equity, and will strive to view diversity, inclusion, and equity as connected to our mission.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and will continually evaluate these policies and procedures.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diversity within our organization.
- Lead with respect and tolerance. We expect all staff to embrace this view and to express it in workplace interactions and through everyday practices.

Hamilton and District Extend-A-Family abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating significant learning opportunities and formal, transparent policies.
- Make progress toward the visibility of our diversity, inclusion, and equity efforts.
- Support programs and resources that expand offerings for underrepresented people by connecting with other organizations committed to diversity and inclusion efforts.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process.
- Include a salary range with all public job descriptions.