



## **Diversity, Equity, Inclusion, and Belonging Policy Statement**

Northern Ocean Habitat for Humanity is committed to creating an environment that is diverse, inclusive, and equitable, where every individual is treated with respect and dignity. All can feel welcome, visible, respected, supported, and valued.

For the purposes of this statement, diversity refers to race, gender, gender identity, ethnicity, nationality, religion, sexual identity, familial status, age, disability, socio-economic status, political affiliation, and any other distinction that too often divides people. Inclusion is valuing, respecting, and encouraging the full participation of each individual in the life and leadership of the organization. Equity is a process that ensures all people have the opportunity to contribute, develop, and grow despite historical, structural, legislative, racial, and socioeconomic inequities.

It is our responsibility to create an inclusive environment and respect the dignity and diversity of all people. We are an organization that celebrates the richness of our community. Our culture of belonging is about uniting different backgrounds, beliefs, and experiences in an environment where everyone feels valued and works together to achieve greater outcomes. It guides how we engage with one another and inspires us to take purposeful action to support each other and everyone we serve. We will not tolerate discrimination, harassment, or bullying of any kind.

Likewise, we are dedicated to being an Equal Housing Opportunity Agency, Equal Housing Lender, and Equal Opportunity Employer. All are welcome without discrimination or preference. When we center and address the needs of the most marginalized, we recognize their humanity and advance equity and opportunity for all.

Therefore, we are tireless in our commitment to fostering a culture where diversity, equity, inclusion, and belonging are core to our thinking, strategies, and action.