Statement on Diversity, Equity & Inclusion

Solving Homelessness for All

Adopted by the Board of Directors
March 23, 2021
Diversity, Equity and Inclusion Statement
Hillcrest Transitional Housing
March 23, 2021

Hillcrest Transitional Housing has a no tolerance policy for racism or discrimination in any form. At Hillcrest, we are committed to promoting respect of others, celebrating diversity, and demanding ethical leadership to advance equity in our organization, our community, and our world. At Hillcrest, we support diversity, equity, and inclusion at all levels within our organization and programs, as well as applying the same efforts to the communities we live, worship, play, raise our families, and serve.

Through Hillcrest, we have the strength and power to bring people together. Our organization, through our mission to solve homelessness, works to address the community needs of all people and ages.

At Hillcrest, we have the power to make a difference as we do our part to listen, learn, and take action to ensure that we meet the challenge of making positive changes for all Hillcrest audiences, including persons of color and any underrepresented groups in our communities.

**Hillcrest, through our mission, is committed to recruit and attract women and men of all ages and ethnicities.**

For over forty years, Hillcrest has provided programs that promote goodwill and better understanding between people of different cultures and nationalities. Hillcrest will continue to do the same and will move forward to celebrate diversity and find peaceful solutions to make our community a better place.

**Diversity, equity and inclusion are fundamental values of Hillcrest.** As part of this statement, we are committed to a workplace culture that values and promotes diversity, inclusion, equal employment opportunities, and a work environment free of harassment and hostility. This includes:

- Applying principles of equity and social justice to achieve equal employment opportunities for qualified individuals of all backgrounds.

- Attracting, recruiting, retaining, engaging, supporting, developing, and advancing underrepresented and diverse employees - including women, people of color, LGBTQ individuals, and any other underrepresented employees.
• Attracting, recruiting, retaining, engaging, supporting, developing, and advancing underrepresented and diverse residents - including women, people of color, LGBTQ individuals, and any other underrepresented populations.

• Attracting, recruiting, retaining, engaging, supporting, developing, and advancing underrepresented and diverse members to the Board of Directors - including women, people of color, LGBTQ individuals, and any other underrepresented populations.

• Promoting respectfulness, cultural awareness, and inclusivity by:
  - fostering a collaborative work environment in which all Hillcrest audiences (employees, board members, residents, volunteers, funding partners, and vendors) participate and contribute;
  - empowering and providing a safe space for all Hillcrest audiences to express themselves, exchange ideas, and feel heard; and
  - encouraging Hillcrest audiences to be open and curious about others’ experiences and perspectives.

Diversity, equity, and inclusion are related and equally important concepts.

Diversity includes but is not limited to differences in race, ethnicity, sex, gender identity or expression, sexual orientation, disability, religion, age, national origin, military or veteran status, and other categories protected under state or local law. Diversity also includes differences in backgrounds, experiences, perspectives, thoughts, interests, and ideas.

Equity is a commitment to fairness, justice, and equality in the formulation of policy, distribution of services, implementation of resources, and management of all activities serving all Hillcrest audiences.

Inclusion means ensuring that all employees are valued, heard, engaged, and involved at work and have full opportunities to collaborate, contribute, and grow professionally.

All leaders, managers, and employees are expected to participate in making Hillcrest a diverse, equitable, and inclusive place to work and serve for everyone.