

# Diversity, Equity & Inclusion

Volunteers of America Ohio & Indiana's  
DE&I Initiative Pillars



## *WORKFORCE DIVERSITY*

**Recruit** from a diverse, qualified group of candidates to increase diversity of thinking and perspective.

**Creating** an environment that is welcoming to diverse populations.

**Recruit**, retain, train and promote a diverse workforce.



## *WORKPLACE EQUITY & INCLUSION*

**Foster** a culture that encourages collaboration, flexibility and fairness to enable all employees to contribute to their potential and increase retention.

**Create** an inclusive culture that addresses the needs of our employees and clients.

**Strive** to enter into diverse business and community relationships.



## *SUSTAINABILITY & ACCOUNTABILITY*

**Identify** and breakdown systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results.

**Commit** to being accountable to our Diversity and Inclusion Strategic Statement.