DEI Statement

Volunteers of America Colorado (VOAC) is a nonprofit dedicated to helping those in need transform their lives. As a faith-based institution, we believe that God has the best Diversity, Equity, and Inclusion (DEI) Statement of all and that is to (a) love your neighbor as yourself and (b) to act with justice and mercy. We are committed to continually listening to and learning from, employees, volunteers, our board and most importantly, to the communities that we serve in order to ensure our DEI framework is a best-practice and a priority.

**Diversity:** VOAC defines *Diversity* as all the mutable and immutable characteristics that make each individual unique and valuable. It is the combination of our individual stories and experiences which allow us to recognize both our differences and the common humanity that unites us. Thus, we choose to promote and celebrate diversity at VOAC.

**Equity:** VOAC defines *Equity* as providing each person equal access to positive outcomes, fairness, resources, justice, and opportunity. VOAC incorporates the concept of equality into its definition of equity because equity must never discriminate, harm, segregate, nor dictate outcomes. Equity removes barriers to success to help people grow and flourish. Thus, we choose to promote and celebrate equity and equality at VOAC.

**Inclusion:** VOAC defines *Inclusion* as the genuine and omnipresent belonging that derives from an environment intentionally cultivated to create a space for everyone. Through inclusion we better reflect, welcome, and most importantly, honor our employees and the communities we serve. Thus, we choose to promote and celebrate inclusion at VOAC.