



GREATER CLEVELAND VOLUNTEERS' STATEMENT OF PRINCIPLE ON DIVERSITY, EQUITY, AND INCLUSION

Greater Cleveland Volunteers emphatically affirms its policies prohibiting discrimination, unfairly disparate treatment and harassment, as set forth in its Personnel Policies Manual, Policy Prohibiting Discrimination and Harassment, Equal Employment Policy and Board of Directors Code of Ethics.

Recognizing that in the times in which we live, even these strongly stated policies and the laws which undergird them may not be enough, we set forth these principles. All movements that result in change must start somewhere. For us, it starts here.

We live in a country in which we enjoy the benefits of a diverse populace, a populace where persons of differing race, color, age, sex, national origin, ability or disability, advantages or disadvantages, genetics, sexual orientation and gender identity come together to form a union. It is axiomatic that all these persons are entitled to be treated with fairness, respect and dignity. Far more than that, we celebrate, embrace and are thankful for our country's diversity.

Not content simply to tolerate and to promise we will not discriminate, we embrace DIVERSITY, the rich mix of differences that encompasses all the dimensions that make each person one of a kind based on our own lived experiences, advantages, or barriers to opportunities.

We recognize and deplore that, in our country, many persons have been and continue to be subjected to violence, injustice and unfair treatment simply because they differ from the perpetrators. We will promote unity, harmony and peace among all persons in our work environment, in our leadership, in our governance, in our deliberations, with our volunteers and in the community which we serve.

Beyond this commitment, we embrace the concept of EQUITY, providing equal access to all information, resources, and opportunities, while acknowledging and dismantling roadblocks to success. Equity promotes justice. Sadly, it remains glaringly apparent that we don't all start in the same place. We will do our part to level that playing field for all persons.

We embrace the concept of INCLUSION, building a culture of belonging by actively inviting the contribution and participation of all people. We believe every person's voice adds value, and we strive to create balance in the face of power differences. We believe that no one person can or should be called upon to represent an entire community. We pledge that, where we live, work and serve, we will create an environment where no person will be unjustly left on the sidelines.

We believe that marginalization of any kind is a grievous insult not only to the victim but to our organization and to society as a whole. We will encourage its revelation and will move swiftly to eradicate it, wherever found.

We pledge that we will be sensitive, listen, seek to understand, and strive to make a difference.

This is what we believe.