

Interim Diversity, Equity, and Inclusion Policy

The staff and board of The Society of St. Andrew are making time in 2023 for training, personal reflection, and discussion about how, as an organization, we can become more aware of our need to be more open and inclusive both as an employer and as a mission-oriented nonprofit. These conversations will help us re-center our mission and our leadership in a way that hears and welcomes voices long silenced and begins to allow us to work with, among, and alongside individuals and populations we've traditionally seen ourselves as serving. An outcome of this training, reflection, and discussion will be the development of a statement on Diversity, Equity, and Inclusion that is uniquely The Society of St. Andrew's, rooted in the experience and values of this organization and specific as to goals SoSA will pursue beyond 2023.

In the interim, we the Board of Directors of The Society of St. Andrew adopt, accept, and affirm our commitment to Diversity, Equity, and Inclusion using this statement written by the Society for Human Resource Management.

The Society of St. Andrew is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and our organization's achievement as well.

We embrace and encourage our employee's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

The Society of St. Andrew's diversity initiatives are applicable—but not limited to—our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employee's varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of The Society of St. Andrew have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other organization-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the organization's diversity policy and initiatives should seek assistance from a supervisor or from the Director of Human Resources.