



## **The Falls of the Ohio Foundation, Inc. Diversity, Equity and Inclusion Policy**

The Falls of the Ohio Foundation is committed to a diverse, inclusive, and equitable environment where all board members, staff, volunteers, visitors and members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

We're committed to being nondiscriminatory and providing equal opportunities for employment, volunteering, and advancement in all areas of our work.

We respect the value that diverse life experiences bring to our board, leadership and team and we strive to listen to their views and give them value.

We're committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.

Our board's philosophy on our goals to provide informed leadership for diversity, inclusion, and equity include:

- We will strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of our community.
- We aim to recognize and address inequities in our policies, programs, and services.
- We promise to investigate underlying assumptions that interfere with our diversity policy.
- We commit to advocating for systemic inequities that impact our work at the board level and address it according to this policy and in accordance with our mission.
- We commit to being transparent about diversity in all our interactions.
- We will dedicate our time and resources to expanding greater diversity within our board and leadership positions.
- We commit to leading with respect and tolerance and we encourage all employees and volunteers to express this in their work within our organization.

The mission of the Falls of the Ohio Foundation is to be a collaborative force focused on elevating the awareness, recognition and legacy of the Falls of the Ohio area. We believe that our mission is most effectively fulfilled through a commitment to inclusiveness as a core value and practice. We maintain that building and sustaining diversity requires an ongoing commitment to inclusion that must find full expression in our organizational culture, values, norms, and behaviors.

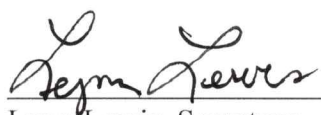
Throughout our work, we support diversity across all lines of difference, including age, economic circumstance, ethnicity, sex, race, range of ability, religion, sexual orientation, and

gender identity/expression. We aim to lead by example, viewing and encouraging diversity as a fundamental and abiding strength. The Falls of the Ohio Foundation recognizes that its effectiveness will be enhanced and its mission well served when the practice of inclusion is reflected in all aspects of the organization and specifically when:

- Our Board of Directors reflects the rich and growing diversity of the Southern Indiana and Louisville Metro area.
- We create and implement programs using our awareness of cultural differences and treat all clients with respect.
- We seek input from all levels of the organization and work with a diverse group of stakeholders to ensure that our programs are inclusive.
- Our commitment to inclusiveness is evident in our organizational policies and procedures and within our organizational goals.
- Our staffing at every level of the organization is reflective of our diverse communities. Associated recruitment and hiring practices reflect a commitment to the value of inclusion.
- We foster a workplace that respects each individual, seeks and values diverse perspectives, and ensures each employee can actively contribute to fulfilling the organization's mission.
- We explore diversity, equity and inclusion specifically when we consider new programs and projects that the Foundation wants to support.

The Falls of the Ohio Foundation hopes that its demonstrated commitment to promoting diversity and inclusion represents an organizational standard for the nonprofit sector.

Approved: July 20, 2021

A handwritten signature in cursive script, appearing to read "Lynn Lewis", is written over a horizontal line.

Lynn Lewis, Secretary