



Volunteers of America Chesapeake & Carolinas Affiliate 2020 Diversity, Equity & Inclusion Statement

Volunteers of America Chesapeake & Carolinas (VOACC) is committed to promoting an organizational culture that invites and celebrates all who are diverse in age, nation of origin, ethnicity, culture, ability, race, health status, religious and spiritual practices, immigration status, language, sexual orientation, gender identity or expression. We encourage opportunities for dialogue and strategy development to educate and promote an inclusive environment for our VOACC staff and community.

The newly established Diversity Equity & Inclusion Committee aims to serve and support the entire organization in the areas of respect, equity and appreciation; and further commits to assisting our affiliate in its larger mission to provide an equitable, inclusive and diverse workplace culture and environment. The Committee also exists to promote and strengthen efforts to review, assess and make recommendations towards ensuring a socially just and culturally competent VOACC.

The Committee will accomplish these tasks with intention and collaboration:

- Emphasizing the value of diversity to improve the management of diversity by consulting with the Board of Directors, Executive Leadership, a representative group of employees at all levels of our organization covering all regions, MD, DC, VA and the Carolinas on recommendations regarding priorities, goals and methods of monitoring progress pertaining to:
 - Program policies and practices
 - Procurement practices and solicitation policies
 - Recruitment retention, and employee engagement efforts
 - Board of Directors governance policies and practices
- Initiating, encouraging and requiring training and professional development on issues relating to diversity, equity and inclusion to eliminate misconceptions and improve the understanding of differences among staff, persons served and the improvement of our organizational culture.
- Promoting a work culture/environment of respect, inclusion, belonging and connection by encouraging and recognizing everyone's contributions among VOACC staff through consistent communication and engagement efforts which include:
 - Coordinating informal and formal events and activities that promote VOACC's diversity, equity and inclusion values and principles.
 - Reviewing internal and external customer feedback surveys to identify gaps and improve diversity, equity and inclusion efforts measuring successes and satisfaction relating to services, employee interactions and career growth.
 - Partnering with like-minded non-profit groups and other VOA affiliates to share best practices with DEI.

For any questions or comments, please email Diversity@voaches.org