



# Diversity, Equity & Inclusion Plan

## Purpose Statement

At Volunteers of America Ohio & Indiana (VOAOHIN) our mission is to transform lives and help people reach their full potential by offering hope and restoring dignity. VOAHOIN's culture is defined by our Core Values: Respect & Trust, Integrity, Ministry of Service, and Creativity & Innovation. The purpose of the Volunteers of America Ohio & Indiana Diversity, Equity & Inclusion Plan: Cultural Competency Strategies ("VOAOHIN DEI Plan") is to embrace diversity and inclusion through a culture that fosters human dignity and provides the opportunity for personal development and self-fulfillment in the attainment of VOAHOIN's mission and goals. In addition to ensuring that services are culturally and linguistically appropriate for our customers and responsive to their individual needs, the agency seeks to raise awareness and appreciation for the diversity of all stakeholders, including customers, board members, personnel, volunteers, the communities we operate in, and others.

**The VOAHOIN Diversity, Equity & Inclusion Plan strives to achieve the essential components/goals and will:**

- Create an environment that is welcoming to diverse populations
- Recruit, retain, train, and promote a diverse workforce
- Create an inclusive culture that addresses the needs of our employees and clients
- Strive to enter into diverse business and community relationships
- Commit to being accountable to our Diversity and Inclusion Strategic Statement

## Who We Are: Theological Diversity, Equity & Inclusion Statement

Volunteers of America is a Christian church without walls dedicated to serving ALL people. We embrace the fullness of cultural, denominational, ethnic, political, racial, and theological differences. We acknowledge and respect the plurality of sexual and gender identity; and the diversity of voices that comes with difference in age, life experience, and socioeconomic status. We believe every individual is made in the image of God and deserves to be lifted up to the glory of God.

**We especially seek and strive to:**

- Reflect Jesus' love for all people, especially the most vulnerable and marginalized, through authentic engagement with the communities we serve
- Pay attention with sensitivity to every individual's cultural narrative and the possible influence of our actions, words, prayers, and praise
- Have courageous conversations amid difference; and
- Uphold the values of diversity & inclusion in our acts of social service, worship, and communal life.

## What We Value: Diversity, Equity & Inclusion Statement

Volunteers of America values the rich diversity among all people to create a world of greater justice and hope. We...

- Affirm that all people are created equally while acknowledging that some have wrongly endured unfairness, discrimination, and inequity.
- Celebrate our differences while recognizing the common humanity that unites us.
- Embrace diverse perspectives to deepen understanding, provide innovative solutions, and strengthen our impact.
- Promote an inclusive environment where all people feel accepted and valued.
- Pursue equity as reflected in equal access, treatment, and positive outcomes for all.
- Partner with others that share a commitment to diversity, equity, equality, and inclusion.