**Meals on Wheels of Long Beach (MOWLB)**

**Diversity, Equity & Inclusion (DEI) Policy Statement**

(MOWLB Board approved 01/28/22)

Meals on Wheels of Long Beach (MOWLB) is committed to fostering and maintaining a work environment where diversity, equity, and inclusion (DEI) are fully integrated into everything we do for the benefit of our employees and the clients we serve. To fully realize our goal, we prioritize our understanding of the complexities of DEI within our workforce to inform our approach to accomplish our mission to nourish, comfort and protect the community we work with and serve.

We believe that diversity is the presence and celebration of difference that enriches our workplace, including identity-focused characteristics, such as race, gender, disability or age. We also believe that equity is the presence of and commitment to fair treatment, access and opportunity for all, where individuals are not at a disadvantage because of their identities. And we believe that inclusion is how we demonstrate our commitment to diversity and equity and is at the center of our efforts to build an intentional culture that fosters feelings of belonging and honors the differences of our colleagues, clients, partners and vendors. Inclusion ensures that individuals with different identities are valued, leveraged and welcome within our workplace.

MOWLB’s commitment to DEI does not mean that we must agree on everything, what our commitment does mean is that our differences drive our need to be inclusive, respectful of each other and that we take seriously our professional, ethical and legal responsibilities to honor each other’s right to be different.

Employee Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employee Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Staff Witness: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_