



## **Diversity and Inclusion Policy**

At Saint John's Program for Real Change, a diverse, inclusive, and equitable workplace is one where all employees, clients, and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected.

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 our organization's success.

Only by embracing our clients' individuality and unique experiences can we encourage and assist in transformation and REAL CHANGE. Each employee, volunteer, and client has a unique story, needs, talents, motivation, and path to personal success.

Saint John's commitment to diversity, equity and inclusion is reflected in all of our human resource practices and policies. We promote community outreach to ensure those we serve reflect the scope of the homeless population in our region and our services are shaped by diverse stakeholder input.

All employees of Saint John's have a responsibility to treat others with dignity and respect at all times. We pursue cultural competency throughout our organization by creating substantive learning opportunities, including training on providing trauma-responsive and individuated care. We ensure that all voices are valued and heard.

Diversity and inclusion is sponsored at the highest levels in the organization and recognized as a critical component of client and organizational success, with every level of the organization holding responsibility. Employees strive for awareness of their own unconscious and conscious bias and to ensure this does not manifest itself at work or in service of our clients.

We strive to create an inclusive environment which embraces difference and fosters inclusion.