

Lancaster Lebanon Habitat for Humanity

Diversity, Equity and Inclusion Policy

At Lancaster Lebanon Habitat for Humanity a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

To provide informed, authentic leadership for cultural equity, Lancaster Lebanon Habitat for Humanity strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.

- Commit time and resources to expand more diverse leadership within our board, employees, volunteers and advisory bodies.
- Lead with respect and tolerance. We expect all employees and volunteers to embrace this notion and to express it in workplace interactions and through everyday practices.

Lancaster Lebanon Habitat for Humanity commits to the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and transparent policies.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process.
- Train our hiring team on equitable practices.
- Include a salary range with all public job descriptions.
- Challenge systems and policies that create inequity, oppression and disparity.