

Diversity, Equity and Inclusion Statement

2-28-2022

Neighbors Driving Neighbors (NDN) is committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion.

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 of our employees, volunteers, and clients represents a significant part of not only our culture, but our reputation and our organization's achievement as well.

We embrace and encourage the differences of our employees, volunteers, and clients in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees, volunteers, and clients unique.

NDN's diversity philosophy will apply to the development of an environment that encourages and enforces:

- communication and cooperation between all employees, volunteers, and clients that treat others with dignity and respect at all times;
- teamwork and employee and volunteer participation, permitting the representation of all group, employee, and volunteer perspectives;
- work/life balance through flexible work schedules to accommodate employees' varying needs;
- employer, employee, and volunteer contributions to the communities we serve to promote a greater understanding and respect for the diversity.

NDN's diversity initiatives will also be applicable to, but not limited to, our practices and policies for employees, and where relevant, volunteers and clients. These include the following: (1) recruitment and selection; (2) compensation and benefits; (3) professional development; (4) promotions; (5) programs and events; (6) layoffs; and (7) terminations.

NDN employees, volunteers and clients are expected to conduct themselves in a manner consistent with the philosophies described in this Statement when volunteering or working on behalf of NDN or when requesting, cancelling, or using the services of NDN.

Upon hire, an NDN employee shall complete diversity awareness training offered by NDN. Orientation sessions for new NDN Board members and drivers shall include diversity awareness training.

Definitions

As used in this DEI Statement, the term “volunteer” shall include NDN Board of Directors, committee members, and volunteer NDN drivers.

The terms “Diversity,” “Equity,” and “Inclusion” shall have the following meanings:

Diversity: The wide variety of shared and different personal and group characteristics among human beings. The concept of diversity encompasses acceptance and respect. It means understanding that each individual is unique and recognizing our individual differences. These differences can be along dimensions of national origins, languages, ethnicities, races, skin colors, cultures, generations, religions, spiritualities, socio-economic backgrounds, gender identities and sexual orientations, political beliefs or other ideologies as well as different skills, abilities, customs, values, behavioral styles, and beliefs.

Equity: The proportional distribution of desirable outcomes across groups. Equity is when an individual's race, gender, socio-economic status, sexual orientation, etc. do not determine their educational, economic, social, or political opportunities. Sometimes confused with equality, equity refers to outcomes while equality connotes equal treatment.

Inclusion: Intentionally bringing traditionally excluded individuals and/or groups into processes, activities and decision- and policy-making in a way that shares power. Inclusion promotes broad engagement, shared participation, and advances authentic sense of belonging through safe, positive, and nurturing environments. Inclusion is key to eliminating systemic inequality.