



## **OHRA's Commitment to Diversity, Equity and Inclusion**

OHRA is committed to creating a welcoming and inclusive culture for all our program participants/guests, staff, volunteers, community partners and board members. We accomplish this through values, leadership, policies, practices and day-to-day interactions. We define diversity in terms of socio-economics, race, gender, religion, culture, national origin, language, sexual orientation, gender identity, physical abilities, physical and mental health, age, parental status and immigration status. We respect different experiences and cultures and we value an environment in which our guests, staff and community members feel supported, recognized, seen, heard and valued in making their best contributions to the mission of our organization. We recognize what each person brings to OHRA and we are committed to continuing to deepen our understanding of the gifts of diversity while continuously appreciating the ongoing journey we are committed to undertaking.

