

## Operation Healing Forces Diversity and Inclusion Policy

### Policy

<b>Document Number:</b>	<b>1A</b>
<b>Renewal Approval Date:</b>	
<b>Current Version Effective Date:</b>	<b>March 11, 2021</b>
<b>Initial Approval Date:</b>	<b>March 11, 2021</b>
<b>Renewal Frequency:</b>	<b>3 years</b>

At Operation Healing Forces we strive to create an inclusive environment, which embraces differences and fosters inclusion. A diverse, inclusive, and equitable workplace is one where all employees, volunteers and participants, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments and programs. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for all military nonprofits, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, Operation Healing Forces strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff, our participants and the military 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.
- Help to challenge assumptions about what it takes to be a strong leader and team player at our organization, and who is well-positioned to provide leadership and teamwork.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board and staff.

- Lead and work together with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

Operation Healing Forces abides by 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 formal, transparent policies.
- Improve our cultural climate, staff, leadership, board, and participant pipeline by creating and supporting programs and policies that seek to hire, promote, reward, and provide opportunities based on an individual's own merit, honor, integrity, morals, ethics, and efforts both individually and as a teammate regardless of race, color, creed, sex, religion, or ethnicity.
- Pool resources and expand offerings for underrepresented constituents by connecting with other military organizations committed to diversity and inclusion efforts.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our leadership and staff on equitable practices.