

## **ODC Network Diversity Policy Statement**

The ODC Network (ODCN) strives to incorporate the principles of racial and ethnic diversity as one of its core organizational values. Achieving and engaging diversity among our Board of Directors and staff is critical for our organization in order to represent and serve the West Michigan community(s) of which we are a part. Our goal is to ensure that these commitments, reinforced by our values, are embedded in our day to day working practices with all our customers, stakeholders, team members, and community members.

We will provide equality of opportunity and will not tolerate discrimination on grounds of: a sex, gender identity, marital status, sexual orientation, race, ethnicity, nationality, religion, age, disability, HIV positivity, or political beliefs – or any other grounds.

We will demonstrate our commitment by:

- Promoting equality of opportunity and diversity within the West Michigan communities in which we work and with all our partners and workforce;
- Aiming to build a workforce which reflects our customer base, within the diverse West Michigan communities in which we work, with the aim of having parity of representation across our Board of Directors and staff;
- Encouraging recruitment from groups currently under-represented in our organization;
- Treating our customers, stakeholders, partners and team members fairly and with respect;
- Promoting an environment free from discrimination, bullying and harassment, and addressing behavior which contradicts our policy;
- Recognizing and valuing the different individual contributions that people make;
- Providing support and encouragement to staff to develop their careers and increase their contribution to the organization through the enhancement of their skills and abilities;
- Building Board membership requirements and best practices that guide and promote our Board of Directors to accurately reflect and represent the demographics of our Ottawa and Allegan County community as a whole.

Every person working for, on behalf of, or in representation of the ODC Network has a personal responsibility for implementing and promoting these principles in their day-to-day dealings with customers, stakeholders, partners, team members and the community.

Diversity is not an end in itself, but a means of insuring that our organization is responsibly and adequately reflecting the West Michigan community which we serve. Accordingly, the ODC Network shall regularly review the objectives outlined in this policy and make every effort to insure that the organization is meeting our mission and the desired goals and values represented in this Diversity Policy.