

# Preservation Dayton

## Diversity Equity and Inclusion Policy

Preservation Dayton is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion for our members, Board, volunteers and our supporters. It is central to our mission to include and serve the diverse community in the greater Miami Valley.

Consistent with that commitment, we recognize that human capital is our most valuable asset. Preservation Dayton recognizes that diversity, equity and inclusion only strengthen the work that we do. The collective sum of our individual differences, life experiences, knowledge, inventiveness, self-expression, unique capabilities, and talents that we invest in our community and in service to our mission, represents a critical part of our culture, artistry, reputation and achievement.

We embrace and encourage inclusion of people with differences in age, race, ability, ethnicity, family or marital status, sex, gender identity or expression, sexual orientation, language, national origin, physical and mental ability, political affiliation, religion, socio-economic status, veteran status, as well as other protected statuses and other characteristics that make us unique.

Preservation Dayton's diversity initiatives apply to — but are not limited to — our practices and policies on recruitment, selection and interactions, including: our members, Board members and volunteers; our staff, both volunteer and compensated individuals; our collaborators and those we invite to work with us; our professional development and training; social events and programs; and the ongoing development of a work environment built on the premise of gender and diversity equity. Preservation Dayton therefore encourages and pursues the following as we work toward our organization's common goals:

- Respectful communication and cooperation between all.
- Teamwork and inclusive participation, encouraging the representation of all groups and individual perspectives.
- Work/life balance through flexible work and activity schedules to accommodate people's varying needs while achieving our organizational goals.
- Member, Board, and volunteer contributions to the communities we serve, to promote a greater understanding of and respect for diversity, equity and inclusion.

All Preservation Dayton members, Board, staff and volunteers have a responsibility to treat others with dignity and respect at all times. All are expected to exhibit conduct that reflects inclusion during our work, interactions, social events, and at all community functions where individuals represent Preservation Dayton. Any individual associated with Preservation Dayton who is found to have exhibited inappropriate conduct or behavior against others may be subject to disciplinary action.

Individuals who believe they have been subjected to any kind of discrimination or behavior that conflicts with Preservation Dayton's diversity policy and initiatives should seek assistance from the Board President or any other Board officer.