

## **DIVERSITY, EQUITY, AND INCLUSION**

The Ohio District Kiwanis Foundation, a volunteer organization serving Ohio children, has a commitment to opportunity and dignity for all people. This is the standard for all ODKF staff, board, and committee members.

### **THE OHIO DISTRICT KIWANIS FOUNDATION'S COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION**

The Ohio District Kiwanis Foundation's mission — to raise, manage, and distribute funds to support programs of Ohio District Kiwanis family organizations for the improvement of lives of individuals — is reflected in our continuing commitment to diversity, equity and inclusion. We understand that the children of Ohio represent a variety of races, ethnicities, religions, abilities, socioeconomic statuses, gender identities and sexual orientations. Our vision is to extend Kiwanis' impact by helping children in many communities and in many ways. And we succeed by holding fast to a set of core values.

To ensure our vision comes to life, it is imperative that our Ohio Kiwanis family welcomes, includes, and serves individuals with diverse backgrounds, talents, and perspectives. It is critical that we work with and engage members and organizations representing diverse communities throughout all levels of our organization.

**Diversity:** We commit to supporting diversity and celebrating the range of human differences. The Ohio District Kiwanis Foundation shall not discriminate based upon race, color, creed, national origin, age, or sex, including sexual orientation and gender identity, when considering support of Ohio Kiwanis clubs' activities.

**Equity:** We commit to a policy of opportunity that promotes fairness, impartiality, and nondiscriminatory actions for all persons — no matter the criteria.

**Inclusion:** We commit to supporting efforts to ensure the dignity of all people is recognized, respected, valued, and empowered.

