



ONEOHIO RECOVERY FOUNDATION DIVERSITY, EQUITY AND INCLUSION POLICY

I. Purpose

Diversity, equity and inclusion are fundamental values of the OneOhio Recovery Foundation (“Foundation”). The opioid epidemic has impacted Ohio communities across the entire state, and overdose death rates are increasing across all demographics.

The purpose of this policy is to affirm our intention to practice and promote diversity, equity and inclusion in our charitable mission of abating the opioid epidemic together as one. Inclusion of diverse viewpoints that come from different life experiences and backgrounds will foster innovation which is key to enhancing Ohio’s prevention, treatment, and recovery support services.

II. Diversity, Equity and Inclusion Defined

Diversity, equity, and inclusion are related and equally important concepts. Diversity includes but is not limited to differences in race, ethnicity, sex, gender, sexual orientation or gender identity, disability, religion, age, national origin, military, or veteran status. Diversity includes not only demographic labels but also differences in backgrounds, experiences, perspectives, thoughts, interests and ideas, organizational size, and geography. We support understanding diversity from a cultural lens and recognize that diversity includes all aspects of an individual.

Equity includes identifying and overcoming intentional and unintentional barriers that have arisen located from bias or systemic structures. Equity also includes meeting communities where they are and allocating resources and opportunities as needed to help create equal outcomes for all community members. We will apply an equity lens to the opioid epidemic and to our mission of supporting local communities in their efforts to address these inequities and promote overall wellness for everyone.

Inclusion means ensuring that Ohioans from all walks of life are valued, heard, engaged, involved in our work, and have full opportunities to collaborate and contribute.

III. Foundation Commitment to Diversity, Equity and Inclusion

The Foundation is committed to intentionally promoting respect, cultural awareness, and inclusivity. The Foundation will strive to advance diversity, equity and inclusion throughout all our endeavors, including employment, vendor contracting, experts consulted, grantmaking, beneficiaries, communications, and partnerships.

IV. Diversity, Equity, and Inclusion Goals

- The Board will annually hold a training seminar on diversity, equity, and inclusion for Directors.
- The Board will make best efforts to appoint at least one diverse member of the Expert Panel.
- The Foundation shall be intentional in our efforts to reach historically marginalized and underrepresented communities in all communications to facilitate equitable delivery of resources.
- The Foundation will attempt to seek out partners that uphold their own commitment to diversity, equity, and inclusion.
- The Foundation is committed to a workplace culture that values and promotes diversity, equity, inclusion, equal employment opportunities, and a work environment free of harassment and hostility. We will work to attract, recruit, retain, engage, support, develop, and advance individuals of all backgrounds.
- The Foundation will annually evaluate the diversity, equity, and inclusion efforts and develop ways to improve and evolve in this important area.

V. Administration of This Policy

The Foundation's Executive Director is responsible for the administration of this policy. Questions regarding this policy or about diversity, equity and inclusion efforts that are not addressed in this policy should be directed thereto.

A copy of this policy shall be posted on the Foundation's website and shared broadly among our partners.

VI. Disclaimers

This policy is not intended to restrict communications or actions protected or required by state or federal law.

Neither this policy nor any other communication by the Foundation, whether oral or written, is intended in any way to create a contract of employment, modify at-will employment status, or supersede the terms of an employment agreement.

The Board has the maximum discretion permitted by law to interpret, administer, change, modify, or delete this policy at any time. No statement or representation by a Director, Officer, or Principal Officer, whether verbal or written, can supplement or modify this policy without requisite action by the Board.