



Diversity and Inclusion Action Items:

EBH is committed to a diverse, inclusive, and equitable environment where all board members, staff, volunteers, and residents feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

To provide informed, authentic leadership for cultural equity, EBH strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and communities we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- 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 at our organization, and who is well-positioned to provide leadership.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.

EBH abides by the following action items to help promote diversity and inclusion in our workplace:

- We will create new learning opportunities and formal, transparent policies as we strive for cultural competency throughout our organization.
- We will strive to conduct or identify research related to equity so that we can make progress around diversity, inclusion, and equity and share our findings publicly on our website.
- We will take action to improve diversity, inclusion, and equity in our board and leadership positions.
- We will identify resources for our underrepresented constituents by networking with other organizations that are also committed to efforts for diversity, inclusion, and equity.
- We will develop internal resources that demonstrate our commitment to diversity, inclusion, and equity and present them to our members and members of our community.
- We will develop a system to create awareness and address biases during our recruiting, hiring, and evaluating processes.
- We will train our personnel to be responsible for orienting, onboarding, and training our staff and volunteers on equitable practices.

Community Action Items:

EBH commits to the following action steps towards building strong and inclusive Communities:

- Create policies and services that are centered around people and EBH's mission.
- Attend annual ethics and unconscious bias training that allow us to stay up to date on current systems and implement them in the organization and in the community.
- Reevaluate any current systems that undermine our mission and commitment to the community.

Excellence Action Items:

EBH commits to the following action steps towards displaying Excellence:

- Building a strong, reliable, and consistent brand that allows the organization to work together towards common goals that serve the community.
- Each EBH employee will embody leadership and professionalism in all aspects of the organization and any affiliations with the organization by modeling behavior that is consistent with integrity and servant leadership.
- Understanding the overall impact of EBH's role within the community and the people served.

Innovation Action Items:

EBH commits to the following action steps towards implementing Innovation:

- Explore various social enterprises and entrepreneurship to revitalize the community.
- Stay up to date with federal, state, and local policy so that we may offer community resources that align with new changes.
- Build relationships with other community leaders and organizations in order to further our reach, provide a variety of services, and create stronger community bonds.
- Remain culturally and socially aware so that we may offer innovative services tailored to individual needs in our communities.