

NEPA Inclusive Diversity, Equity, Inclusion, and Access (DEIA) Policy

At NEPA Inclusive, we strongly believe that promoting diversity strengthens our organization. We are committed to fostering, cultivating and preserving a culture of diversity, equity, inclusion, and accessibility and are proud to be an equal opportunity employer.

EMPLOYEE AND VOLUNTEER DIVERSITY

Our talent is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees and volunteers invest in their work represents a significant part of our culture, our reputation and achievements.

We embrace and encourage differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

NEPA Inclusive is committed to a diverse, inclusive, equitable, and accessible environment where all board members, staff, [volunteers](#), and members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

We're committed to being nondiscriminatory and providing equal opportunities for employment, volunteering, and advancement in all areas of our work.

We respect the value that diverse life experiences bring to our board and leadership and we strive to listen to their views and give them value.

We're committed to modeling diversity, inclusion, equity, and access and maintaining fair and equal treatment for all.

Our board's philosophy on our goals to provide informed leadership for diversity, inclusion, equity, and access include:

- We will strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of those we serve.
- We aim to recognize and address inequities in our policies, programs, and services.
- We will update and document progress on our diversity, equity, access, and inclusion practices.



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The Diversity, Equity, Inclusion, and Access Policy of NEPA Inclusive encourages:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for their diversity.

SUPPLIER DIVERSITY

It is the policy of NEPA Inclusive that Diverse Suppliers (Minority-Owned and Women-Owned Business Enterprises; LGBT Business Enterprises, Veteran-Owned Businesses and Disabled-Owned Business Enterprises) shall have an equal opportunity to be included in our sourcing/procurement processes. Our diversity objectives include (1) actively sourcing qualified diverse suppliers that can provide competitive and high-quality products and services and (2) promoting the inclusion of diverse suppliers as part of our sourcing and procurement process.