



EQUITY STATEMENT

Condensed Equity Statement:

CHDC believes in the core values of Race, Equity, Diversity, and Inclusion, and embrace these organizational values into our operations. We strive to advance our mission by acting strategically and intentionally to create positive environments for our community, customers, and all staff to flourish.

Full Equity Statement:

CHDC is an organization that exemplifies an inclusive working environment where diverse voices and perspectives are heard and valued. It is our moral imperative to embark on an intentional journey that will influence and support our equitable culture. CHDC is committed to:

- **RESPECTING** diverse cultures and identities as one of the core values guiding CHDC's work in its various lines of business.
- **ACKNOWLEDGING** the systems and institutions within our industry that exist which may perpetuate inequities, and understanding it is our responsibility to deconstruct those ideas and practices.
- **PROMOTING** racial equity, diversity, and inclusion as we interface with our clients in all facets of our work.
- **EMBRACING** diversity by fostering a safe and inclusive environment where people are encouraged to express their opinions and speak their truth responsibly.
- **GATHERING** unique perspectives to shape and influence how to solve problems, make decisions, and advance CHDC's mission.
- **ENSURING** that inclusionary practices are imbedded deep within CHDC's corporate culture and are reflective of our engagement with one another and the communities we serve.
- **ESTABLISHING** a fair and equitable framework as we set goals, establish practices and our organizational culture.
- **REFLECTING on** our equity goals and outcomes to hold ourselves, our community and stakeholders accountable to our shared values

Our dedication to achieving equity within our organization and our community will continually evolve as we strive to be impactful in our approach to respond to our staff, our stakeholders, and the needs of the communities we serve.