**February 19, 2019**

**Commission’s**

**Statement of Equity, Diversity and Inclusion**

General Statement

NKCAC celebrates equity, diversity and inclusiveness as building blocks to the pillars of prosperity. We embrace these pillars as crucial to helping our families and communities thrive.

Value Statement

**Empathy:** meet every customer with openness and understanding of their situation and challenges. *Leadership and staff must understand and value cultural differences to meet customers with openness and understanding.*

**Dignity:** respect every human being and believe in their innate strength and will to face their challenges. *Leadership and staff must recognize their own bias and believe in the innate strength of others.*

**Independence:** help each customer define and achieve their own self-reliance. *Leadership and staff must understand self-reliance is based upon each persons’ unique ability*.

**Accountability:** hold ourselves and our customers accountable for life-changing outcomes. *Leadership and staff must hold each other accountable for creating an inclusive environment in which diverse backgrounds are embraced and celebrated.*

Action Statements

We recognize equity, diversity and inclusion are tools to help eradicate systematic poverty. As advocates for systematic change we are committed to:

Actively recruit people with diverse backgrounds that reflect the population we serve at all levels of organizational leadership, including representation on the board.

Maximize involvement of people with low income from diverse cultures, backgrounds and life experiences to build local solutions to specific local needs.

Provide equity, diversity and inclusion training to all staff and interested community partners and work with industry leaders to develop sensitivity training for all levels of management.

Leverage federal, state and community resources to support minority contractors within our service area.

Create and sustain practices to foster an inclusive environment that encourages and values differing viewpoints in the decision-making process.