

## HopeWell Cancer Support, Inc., Diversity, Equity, and Inclusion (DEI) Policy

Updated 04-08-2025

**1. Purpose** The purpose of this DEI policy is to outline HopeWell Cancer Support's commitment to fostering a diverse, equitable, and inclusive organization where all employees, contractors, volunteers and participants ("stakeholders") feel valued, welcomed and respected.

**2. Scope** This policy applies to all stakeholders of HopeWell Cancer Support, Inc.

### 3. Commitment Statements

- We believe that diversity strengthens innovation and creativity.
- We are committed to providing equitable opportunities for all stakeholders.
- We strive to create an inclusive environment.

### 4. Definitions

- **Diversity:** The presence of differences within our organization, including but not limited to race, gender, age, sexual orientation, religion, disability, and cultural background.
- **Equity:** Ensuring fair treatment, opportunities, and advancement while striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion:** Creating an environment in which all individuals feel valued, welcomed and respected.

### 5. Goals and Objectives

- Increase the representation of underrepresented groups in all facets of the organization.
- Implement policies and practices that promote equity and inclusion.

### 6. Action Plan

- **Recruitment:** Implement strategies to attract a diverse pool of stakeholders in all facets of the organization. Pool resources and expand offerings for underrepresented stakeholders by connecting with other organizations committed to DEI efforts.
- **Training:** Provide DEI educational sessions to provide information and resources to stakeholders.
- **Feedback Mechanisms:** Establish channels for stakeholders to provide feedback.

### 7. Accountability and Monitoring

- Regularly review and update HopeWell Cancer Support, Inc. policies and practices with a DEI lens

- Monitor progress towards DEI goals and report findings to the Executive Director and the Board of Directors.
- Hold the Executive Director and the Board of Directors accountable for promoting and maintaining a diverse, equitable, and inclusive organization.

#### **8. Communication**

- Celebrate diversity and inclusion through events, communications, and/or recognition programs.

#### **9. Review and Updates**

- This policy will be reviewed and updated as necessary to reflect the evolving needs of our organization and stakeholders.