



## **Organizational Diversity, Equity, and Inclusion Statement**

The Legal Aid Society of Greater Cincinnati (“LASGC”), and its affiliate the Legal Aid Society of Southwest Ohio, LLC, are committed in action to diversity across race, ethnicity, gender, sexual orientation, gender identity/expression age, economic circumstance, range of ability, and religion. We know that building and sustaining diversity requires an ongoing commitment to inclusion that must find full expression in our organizational culture, values, norms, and behaviors.

LASGC recognizes that its effectiveness will be enhanced and its mission well-served when the practice of inclusion is reflected in all aspects of the organization and specifically when:

- Our Board of Directors reflects the diversity of our region.
- Our leaders are committed to conscious inclusion as reflected by their respect for individuality, fostering a sense of belonging and collaboration as demonstrated in our organizational policies and procedures, as part of our strategic plan, within our organizational goals and workplans, and in our everyday interactions.
- Our staff reflects the diversity of the communities we serve. We strive for excellence and recognize that our differences make us stronger. Our recruitment and onboarding practices help us to leverage differences in talent and sustain an equitable and inclusive workplace culture. We foster a workplace that respects each individual, seeks and values diverse perspectives, and ensures each employee can actively contribute to fulfilling the organization’s mission.
- We design and implement programs and services that reflect our appreciation of differences and desire to treat all clients with dignity and respect.
- All members of the organization share in the responsibility to create an inclusive, positive culture and respect diverse ideas and points of view.