



## ALL ARE WELCOME, WE'RE ALL IN

We are champions. Champions of our mission, our residents, our clients and our volunteers. As a community, we have a responsibility to champion kindness, respect and inclusion. Join us in embracing individuals of all identities as we increase access to housing, education, health and financial stability.

## WHAT DO YOU SAY? ARE YOU ALL IN?

Let's champion each other and all our neighbors.

# “ALL IN” COMMITMENT

## WHO

All are welcome. We value all people and celebrate the multitude of social identities we all possess. This includes (but is not limited to): age, nationality, class, religion, race, ethnicity, gender, gender expression, (dis)ability, size, sexual orientation, political affiliation, first language, family status, military status, citizenship status and geography. While all are welcome, not all behaviors are welcome. Our responsibility also lies in highlighting what we do not champion: hate, exclusivity, inappropriate conduct or disrespect.

## WHAT

Together we'll create spaces where people want to be. Where staff, clients and volunteers are encouraged to come as they are. Where individuals, in all the complexities of their identity, are accepted, included and respected.

## WHERE

Everywhere we show up, especially our housing communities, service sites and virtual spaces.

## WHEN

Today, tomorrow, every day. This work is lifelong.

## WHY

Each of us has a part in creating spaces where all people feel like they belong. It doesn't just happen — it takes work. By examining the ways we may unknowingly cause harm to others, we have the chance to learn, to heal and to correct. Only by doing this can we truly celebrate our collective strengths as a diverse community, where all people experience a sense of belonging.

## HOW

Through training and education. Taking risks and growing from our stumbles. Uncomfortable conversations. 360 degree feedback. Examining our own biases. Unlearning harmful ways of interacting with people of different identities. Learning all about our own identities, both personal and social. Asking questions and getting curious about what shapes our own perspectives and experiences. We have resources to do this together!