



## Diversity, Equity & Inclusions Statements and Policy

Established in 2014, Inclusive for Women Inc. – Women of Toledo (WOT) is a 501c3 nonprofit organization (EIN # 47-3035322) serving the Northwest Ohio community that advocates for diversity and inclusion with a focus on economic empowerment. Our grassroots educational organization has a very diverse group of women leaders committed to bringing together youth and women to learn from and about each other.

**The WOT's mission is to educate, engage, and empower local young women and women to keep moving forward.**

The first WOT diversity strategy initiatives begin in March 2013, where a group of eighteen diverse women with active roles as community leaders in Greater Toledo met for a doctoral dissertation focus group discussion surrounding diversity in networking organizations. The objective of this initiative was to build a connecting hub for a diverse group of women. The approach to NOT preclude multicultural women or women of color from their involvement in Toledo's existing networking or organizations, but instead to enhance their experiences by providing an opportunity to participate in networking events, community service projects, educational programs, and leadership initiatives that would be tailored to their professional and personal aspirations. This objective seeks to fulfill WOT's goals by creating new ways for people, especially women, from different cultures to identify common goals and work towards co-existing constructively. This brings together people and groups with highly varied backgrounds in terms of socio-economic levels, race, culture, education, demographic, age, and profession, while examining commonalities among passions and interests. In addition, serving to learn from each other's strengths based on attitudes, skills, knowledge, coping strategies, support, and power.

In 2014, we established our diversity and equity statement stating that all our program and services are non-discrimination and inclusive that ensures it does not discriminate based on race, ethnicity, color, sex, religion, age, national origin, ancestry, citizenship, sexual orientation, gender identity and/or expression, or disability.

Our organization is committed to the principles of diversity, inclusion, and equity; that all individuals participating in and coordinating with HerHub (or membership language) also agree to value these principles. Any organization found in opposition to these principles, for instance, infringing on the civil or human rights of diverse communities referenced in the above Diversity Statement, could be asked to leave the organization, and participate in all our initiatives. These decisions would be made via a bylaws committee, the responsive advocacy task force and supported by the organization's Board of Directors.