



TriCord Ranch Foundation

Diversity, Equity, and Inclusion (DEI) Policy

Effective 11/01/2023

TriCord Ranch Foundation is a non-profit, faith-based organization committed to providing holistic physical and health opportunities and support for individuals who have endured life-altering trauma. We are dedicated to creating a safe, inclusive, and equitable environment for all those we serve, work with, and interact with.

Purpose

This Diversity, Equity, and Inclusion (DEI) policy serves as a guiding document for TriCord Ranch Foundation, outlining our commitment to fostering a diverse, equitable, and inclusive community. We recognize the importance of valuing and respecting differences in all aspects of our work.

Policy Statement

Commitment to Diversity:

TriCord Ranch Foundation is committed to embracing and celebrating diversity in all its forms. We acknowledge that diverse perspectives, backgrounds, and experiences enrich our organization and the services we provide. We strive to be an inclusive and welcoming place for people of all races, ethnicities, genders, ages, abilities, sexual orientations, and religious backgrounds.

Equity and Fairness:

We are dedicated to promoting equity in all aspects of our work. We are committed to addressing systemic inequalities and striving for fairness in our services, programs, and employment practices. We recognize that individuals have different needs and challenges, and we are committed to addressing those disparities.

Inclusive Environment:

TriCord Ranch Foundation is committed to creating an inclusive environment where all individuals feel respected, valued, and included. Discrimination or harassment based on race, ethnicity, gender, age, ability, sexual orientation, religion, or any other characteristic is not tolerated within our organization.

Equal Opportunities:

We are committed to providing equal opportunities to all individuals, both in terms of service access and employment. We ensure that our programs and services are accessible and tailored to meet the diverse needs of those we serve.

Education and Awareness:

TriCord Ranch Foundation will provide ongoing DEI education and training for staff, volunteers, and board members. We encourage open dialogue and discussions about DEI issues and promote an environment where individuals can learn and grow in their understanding of these issues.

Accountability:

We will hold ourselves accountable for our commitment to DEI. We will regularly assess our policies, procedures, and practices to identify and address any disparities and areas where improvement is needed.

Collaboration and Engagement:

TriCord Ranch Foundation actively seeks collaboration and engagement with organizations and individuals who share our commitment to diversity, equity, and inclusion. We will work together to effect positive change and promote DEI in our community.

Reporting and Resolution:

We encourage individuals to report any concerns related to discrimination, harassment, or unfair treatment. We have established clear processes for addressing such concerns and ensuring that they are dealt with promptly, fairly, and confidentially.

Evaluation and Improvement:

TriCord Ranch Foundation is committed to regular assessment and improvement of our DEI efforts. We will collect and analyze data related to DEI and use this information to refine our policies and practices continually.

This Diversity, Equity, and Inclusion Policy is a living document and will be reviewed and updated as necessary to ensure its effectiveness in promoting an inclusive and equitable organization.

Approved by:



Genie Funk
Executive Director
11/01/2023