



Employment Matters

## Bayaud Leadership Team Statement regarding DEIB

February 2023

### Summary

**Diversity, Equity, Inclusion, and Belonging** are interconnected and interdependent components of Bayaud Enterprises' culture and organizational philosophy. It is Bayaud's aim to foster a culture where staff, constituents, and program participants feel valued, supported, and inspired to achieve individual and common goals with an uncommon will. This includes fostering alliances, understanding, and providing opportunity and access for all people across differences of disability/abilities, housing status, sexual orientation, gender, gender identity, gender expression, race, age, color, ethnicity, religion, national origin, migratory status, veteran status, and socioeconomic background.

### Full Statement: Encourage advocacy and self-advocacy for all groups

Diversity, Equity, Inclusion and Belonging are important, interdependent components of everyday life and are critical to achieving Bayaud's mission of creating Hope, Opportunity, and Choice. For Bayaud Enterprises, **Diversity** includes characteristics of disability/abilities, housing status, sexual orientation, gender, gender identity, gender expression, race, age, color, ethnicity, religion, national origin, migratory status, veteran status, justice involvement, and socioeconomic background. It also includes differences in backgrounds, ideas, thoughts, values and beliefs. It is through the embracing of differences that make our organization better for constituents, staff, board members, and the public we serve. Moreover, it is operationalized by interconnecting and embedding equity in all our practices and programs.

**Equity** requires providing access to opportunities and resources for all members of the Bayaud's community, both internal and external. In creating and sustaining a climate where equity and mutual respect are intrinsic, we are nurturing a success-oriented, cooperative and caring social enterprise where we attract, retain and include people and partners who **feel** safe and empowered **to** contribute their unique wisdom, perspectives and experiences to benefit and assist persons with disabilities and other hurdles to employment.

To be an **Inclusive**, Bayaud leadership, staff and board members will respect everyone, value differences, acknowledge the beneficial impact of differences and capitalize on those differences by drawing on the organizational and individual strengths **to** produce innovative synergetic solutions. Our aim is to foster a culture where every community member senses that they belong, are valued, supported, and inspired to achieve individual and common goals with an uncommon will.

Congruently, by embracing **Belonging**, we can intertwine diversity, equity, and inclusion through affirming, advocating and empowering voices and ideas of our internal and external community members. Through the validation of these contributions, we acknowledge that

diverse perspectives and experiences matter toward generating solutions and fostering alliances through which *people with disabilities and other hurdles to employment can more fully participate in the mainstream of life*. Furthermore, it is through our diverse community contributions and the foundational DEIB principles—of teamwork, respect, sensitivity, and trust—that we emerge as a thriving community collaborative called **Bayaud Enterprises**.

### **Foundational DEIB Principles of Bayaud’s TRUST**

- **Teamwork** by encouraging our staff and community members to seek out opportunities to learn from those with perspectives, ideals, experiences and values different from their own.
- **Respect** for self and others by fostering authentic and trusting relationships and partnerships across all aspects of human differences through dialog and advocacy.
- **Understanding** by incorporating both emerging and historically marginalized people and perspectives into our programs, our trainings, and all our work to meet current and future DEIB challenges.
- **Sensitivity** by building and sustaining an equitable and inclusive work environment where diversity is celebrated, advocated, and valued.
- **Trust** by creating an inclusive environment that strives to provide equitable professional growth opportunities for staff, constituents and program participants.