



STATEMENT ON DIVERSITY, EQUITY, INCLUSION AND BELONGING

As a membership organization, OEDA is committed to promoting Diversity, Equity, Inclusion, and Belonging (DEIB) in all that we do. We believe that a diverse and inclusive community is critical to our success, and we are committed to creating an environment where **EVERYONE** feels valued, respected, and supported.

Diversity:

We celebrate the unique qualities and differences that make **EVERYONE** associated with OEDA special. We embrace diversity in all its forms, including but not limited to race, ethnicity, gender, sexual orientation, age, religion, nationality, national origin, and physical ability. We believe that a diverse membership is essential to creating a rich and inclusive environment that reflects the world around us.

Equity:

We believe in creating a level playing field for all members, regardless of their backgrounds. We are committed to ensuring that **EVERYONE** has equal access to opportunities, resources, and support. We are dedicated to eliminating systemic barriers that may prevent certain members from fully participating in our organization.

Inclusion:

We believe in creating a welcoming and inclusive environment where all members feel a sense of belonging. We are committed to listening to the voices of all members and ensuring that **EVERYONE'S** perspectives are heard and valued. We believe that by working together and learning from one another, we can create a more inclusive and equitable organization.

Belonging:

We believe that a sense of belonging is critical to creating an inclusive environment. We are committed to creating a culture where **EVERYONE**, including members and stakeholders, feels welcomed, accepted, and valued. We believe that by fostering a sense of belonging, we can create a more connected and engaged membership.

As a membership organization, OEDA is dedicated to upholding these values in all aspects of our work. We will continue to listen to feedback from our members and strive to improve our DEIB efforts. We are committed to building a stronger, more diverse, equitable, inclusive, and belonging environment for **EVERYONE** .