

**Calumet Heritage Partnership
Diversity Policy**

Adopted by Board Resolution on January 10, 2019

Diversity Statement

The Calumet Heritage Partnership believes that the diversity of our community is a fundamental strength of our region. Our mission is best fulfilled when we embrace diversity as a value and a practice.

We maintain that achieving diversity requires an enduring commitment to inclusion that must find full expression in our organizational culture, values, norms, and behaviors. Throughout our work, we will support diversity in all of its forms, encompassing but not limited to age, disability status, economic circumstance, ethnicity, gender, race, religion, and sexual orientation.

Leading by example we aspire to make diversity a core and abiding strength of the Calumet Region.

Policy Framework

The Calumet Heritage Partnership recognizes that its effectiveness will be enhanced and its mission well served when the practice of diversity is reflected in all aspects of the organization, including board membership, employment, and programming.