



AUTISM FOUNDATION OF OKLAHOMA

Diversity, Equity, & Inclusion Policy

The **Autism Foundation of Oklahoma (AFO)** is committed to a diverse, just, and equitable environment, where all board members, staff, and volunteers feel respected and valued regardless of a person's gender, age, race, ethnicity, national origin, sexual orientation, disability, education, or socioeconomic status.

We are committed to being nondiscriminatory and providing equal opportunities for employment and volunteering, for the advancement of work and service to the community.

We respect the value that diverse life experiences bring to our organization and leadership and are committed to modeling diversity, equity, and inclusion in order to maintain the fair and equal treatment for all.

AFO's goals to provide informed leadership for diversity, equity, and inclusion include:

- Striving to see diversity, equity, and inclusion in connection with our vision and mission for the benefit of those we serve.
- Aligning our efforts with these principles to promote diversity, inclusion, and equity in our work.
- Striving for cultural humility throughout our organization.
- Taking action to improve diversity, equity and inclusion in our board and leadership positions.
- Identify resources for our underrepresented constituents by partnering with other organizations that are also committed to these efforts.
- Advocate for public and private policies in the public sector that promote diversity, equity, and inclusion and challenge systems and policies where bias and inequity exist.