



Diversity, Equity, and Inclusion Commitment

Horizon Goodwill Industries is an organization committed to advancing opportunity for all individuals and communities to thrive. In alignment with our mission of increasing access and inclusion by eliminating barriers, we adopt the following principles as fundamental to our on-going efforts to create communities that promote fair and just learning, understanding, and opportunity for all members:

We affirm the inherent dignity and value of every person and strive to maintain a climate based on mutual respect and understanding.

We affirm the right of each person to express their thoughts and opinions with civility, sensitivity, and mutual respect.

We affirm the value of human diversity because it enriches our lives, our organization, and our communities. We acknowledge and respect our differences while affirming our common humanity.

We believe in just and fair inclusion in which all can participate, prosper, and reach their full potential.

We reject all forms of prejudice and discrimination, including those based on age, color, disability, gender, gender identity, gender expression, legal history, national origin, political affiliation, race, religion, sexual orientation, socioeconomic and veteran status.

We pledge our collective commitment to identifying, understanding, and eliminating bias, discrimination, and oppression of all forms within ourselves, our organization, and our communities.

Adopted June 24, 2020:

A handwritten signature in black ink, appearing to read "David R. Shuster".

David Shuster, Ed.D
Chief Executive Officer

A handwritten signature in black ink, appearing to read "Christian Wright".

Christian Wright
Chair, Board of Directors