

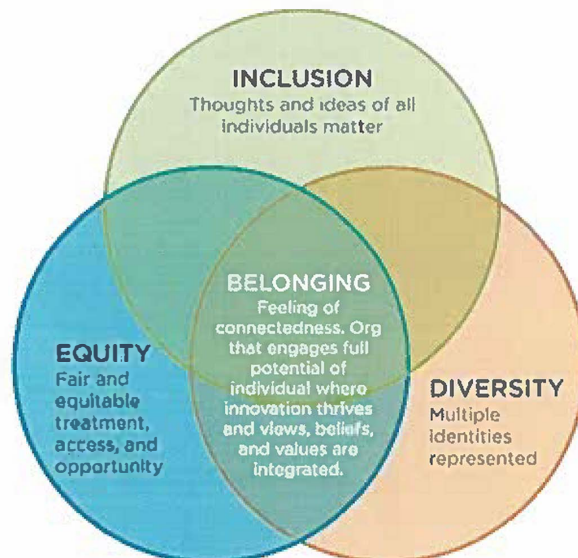
OFFICE OF NAVAJO AND HOPI INDIAN RELOCATION
POLICY STATEMENT ON EQUITY, DIVERSION AND INCLUSION

The Office of Navajo and Hopi Indian Relocation (ONHIR) is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion as we carry out our mission. This commitment applies to implementation of the agency program as well as the ways we interact with and provide opportunities for our staff and other stakeholders.

As a Federal agency we are dedicated to improvement of lives of our clients and we recognize that we cannot be successful without welcoming all perspectives, incorporating all points of view, and driving toward a perspective where everyone is provided the same opportunity to thrive. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees and stakeholders invest in their work is a significant part of our culture and organizational achievement.

ONHIR defines diversity, equity, and inclusion as:

- Diversity: Representation across a wide range of backgrounds, experiences, and views.
- Equity: Fair and equitable treatment, access, opportunity, and engagement for all,
- Inclusion: Environment that respects and values all perspectives, especially ensuring that persons within historically underrepresented groups are included and represented.



ONHIR Equity, Diversity & Inclusion Policy Statement, pg 2

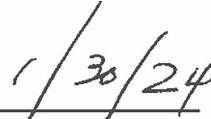
To achieve our goals, we expect:

- Respectful communication and cooperation between all employees and others aligned with our organization. Teamwork and participation that allows all group and employee perspectives to be represented.
- Proactive inclusion of a diverse group (i.e., gender, race, age, religion, sexual orientation) of individuals to present unique perspectives and guidance so that outcomes of these activities are applicable to all.
- Attention to the principles of diversity, equity, and inclusion in all activities delivered by ONHIR.
- A diverse workforce so that our work and interactions benefit from a range of perspectives and insights.

All who associate with ONHIR have a responsibility to always treat others with dignity and respect. All employees are required to attend and complete annual diversity and inclusion training to enhance their knowledge and guide their work toward the goals of this policy. All aspects of our program and practices will be driven by these principles and implemented through the lens of diversity, equity, and inclusion.



CHRISTOPHER J. BAVASI
EXECUTIVE DIRECTOR



DATE