



## Diversity Equity and Inclusion Policy

Cleveland Eye Bank Foundation is committed to values of diversity and inclusion in order to create a climate of respect that is supportive to everyone's individual success. Our ability to achieve our stated vision and to foster a commitment to excellence can best be achieved if our leadership, employees, donors, and partners include individuals of diverse backgrounds, beliefs, and perspectives. We believe that diversity encompasses, but is not limited to, age, gender, race, national origin, religious beliefs, physical abilities and characteristics, sexual orientation, gender identity, economic circumstances, lifestyle, or any other factor or characteristic protected by law.

We recognize that the responsibility for diversity and inclusion lies with all in the organization: leadership, administration, staff, and volunteers. Thus, Cleveland Eye Bank Foundation is committed to modeling diversity and inclusion, and to maintaining an inclusive environment with equitable treatment for all. We strive to ensure that all voices are valued and heard and respect the value that diverse life experiences and heritages bring to our board and organization.