

## **Ability Matters Ohio**

We value each consumer and their individuality. Their ever-changing needs demands our advocacy to support their civil rights and their full inclusion in our communities. Their inclusion strengthens our communities and our world, and our innovative practices ensure their inclusion and sense of community. We always pledge to treat each consumer as an individual soul and to fully support them. Regardless of disability, race, creed or religion, we all have the Ability to Matter.

<https://www.abilitymattersohio.com/core-values/>

## **Advanced Behavioral Therapy**

Advanced Behavioral Therapy seeks employee members that are committed to their community, represent a variety of cultural backgrounds, and are capable of interactions in cross-cultural situations. Discrimination is not tolerated, and employees will conduct all services in a manner that recognizes, affirms, values, respects the worth of, protects, and preserves the dignity of every individual.

## **Aeroseal**

Aeroseal is an equal opportunity employer and welcomes candidates from diverse backgrounds. Aeroseal recognizes that climate change disproportionately affects people from historically marginalized backgrounds. Our company is committed to building an inclusive and respectful culture, and we strive to build a firm that reflects the populations that our work serves. We highly encourage applications from women, people of color, and people from other backgrounds historically underrepresented in the energy and climate tech community.

## **Akron Police Department**

The City of Akron's efforts in promoting diversity, equity and inclusion and reducing unconscious bias and racial discrimination are continuous and ongoing. In recent years, Mayor Dan Horrigan and the City administration, with the support of Council President Margo Sommerville and Akron City Council, have taken consistent and targeted steps to review systems and processes within the City to prevent discrimination and reveal and dismantle structural racism. As the City moves forward, we will continue to be intentional about eradicating discriminatory policies and practices within our own City structure and holding other community organizations accountable for necessary reforms.

<https://www.akronohio.gov/cms/site/e0795adae88b7eee/index.html>

## **Allegheny Health Network**

At Allegheny Health Network, we strive to be open, inclusive, and supportive to all, because creating a safe, caring environment for our many diverse patients and their families is at the foundation of everything we do.

## **American Electric Power**

We're committed to working with the communities we serve to advance equity for our employees, customers and neighbors of color. The American Electric Power Foundation created the Delivering on the Dream grant program to help dismantle systemic racism and prejudice, while prioritizing diversity, equity and inclusion. This five-year, \$5 million initial investment funds organizations with programs dedicated to advancing social and racial justice in the communities we serve.

<https://aep.com/community/social-and-racial-justice>

## **Camp Fitch YMCA**

We hire staff from across the world! A global perspective is crucial to exposing kids and our staff to diverse cultures and ways of life. We have members of the Camp Fitch crew from Australia, Brazil, Columbia, France, Hong Kong, Jamaica, Mexico, Spain, UK, and many more places around the world. Camp Fitch strives to be an affirming place for all. We continuously work with our community to offer the best experience for our diverse world. We celebrate our differences and work to create an environment where people can be themselves.

<https://campfitchymca.org/>

## **Camp Saginaw**

Camp Saginaw is an equal opportunity employer and does not discriminate against applicants applying for summer camp employment based on race, color, religion, sex, national origin, age, disability, or veteran status.

<https://www.campsaginaw.com/employment-staff/positions-available>

## **City of Dublin, Ohio**

Dublin is a community that values diversity, equity, and inclusion for all. As calls for social equality echo throughout the nation, the City of Dublin is committed to providing opportunities for residents, businesses, and visitors' voices to be heard. The City has implemented several committees and community liaisons to serve in shaping Dublin as a diverse, inclusive city in Central Ohio. We are a team of different and unique qualities which enable us to best serve our community. We acknowledge our different and unique qualities, be they advantages, disadvantages or otherwise, and we embrace fairness so that all might have an opportunity to achieve similar outcomes. We welcome and expect diversity and we provide opportunities for all team members to contribute to the City's success.

<https://dublinohiousa.gov/diversity-equity-inclusion/>

## City of Upper Arlington

With this commitment to creativity and engagement with the community, comes a need to attract the best employees from the widest set of backgrounds. For the City of Upper Arlington to reach its goals, we need a diverse workforce operating within an inclusive and supportive environment. We strive to be a workplace where every employee can make a positive difference in the lives of our residents and the visitors to our City.

<https://upperarlingtonoh.gov>

## City of Westerville

The City's Diversity, Equity and Inclusion (DEI) Division was established to build upon Westerville City Council and administration's work in forming legislation and programs to promote a safe, inclusive community.

<https://www.westerville.org/services/city-manager-s-offices/diversity-equity-and-inclusion>

## City Year

As we strive to become an anti-racist organization, City Year commits to actively promoting diversity, inclusivity and equity, ensuring that everyone in our community experiences a deep sense of belonging.

<https://www.cityyear.org/about/equity-work/>

## **Cleveland Guardians Baseball**

The Cleveland Guardians are committed to developing and maintaining an environment that embraces all forms of diversity to enrich our core values, enhance our competitive position, strengthen our impact within our community, and foster a greater sense of belonging for our employees. Inherent in our role as a civic institution, we strive to unite and inspire our city with the power of team. We have a long, yet imperfect history of doing this as an organization, but we are committed to making a difference. We know that sports can be a powerful agent of change in our society, and it is our hope that we can use our platform to be a part of the positive change we need in our country.

<https://www.mlb.com/guardians/community/diversity>

## **Columbus and Franklin County Metro Parks**

It is the policy of Metro Parks to provide equal employment opportunity (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, veteran status, or any other characteristic protected by federal, state or local law. In addition, Metro Parks will provide reasonable accommodations for qualified individuals with disabilities.

<https://www.metroparks.net/about-us/careers/>

## **Columbus Metropolitan Library**

Columbus Metropolitan Library is committed to a strong and sustained effort to combat racial inequity in our organization and in our community.

<https://www.columbuslibrary.org/diversity-equity-inclusion/>

## Columbus Zoo and Aquarium

At our family of properties, we understand the importance of diversity, human, animal, or otherwise. And it's an understanding that compels us to create a diverse, welcoming, and inclusive environment for our guests and team members. We encourage our team to be creative, bold, and innovative in their thinking, to serve as a source of community pride, and to celebrate our institution's position as one of the leading zoos in the country. As an Equal Opportunity Employer, our family of properties does not discriminate in hiring or terms and conditions because of an individual's race, creed, color, gender, age, sexual orientation, disability or national origin. Our family of properties only hires individuals authorized for employment in the United States. At our family of properties, we understand the importance of diversity, human, animal, or otherwise. And it's an understanding that compels us to create a diverse, welcoming, and inclusive environment for our guests and team members. We encourage our team to be creative, bold, and innovative in their thinking, to serve as a source of community pride, and to celebrate our institution's position as one of the leading zoos in the country. As an Equal Opportunity Employer, our family of properties does not discriminate in hiring or terms and conditions because of an individual's race, creed, color, gender, age, sexual orientation, disability or national origin. Our family of properties only hires individuals authorized for employment in the United States.

<http://columbuszoo.org>

## Continental Office

Who we are: For more than 80 years, Continental Office has partnered with businesses throughout the Midwest and across the nation to create workplace communities that reflect their values and culture. No matter the business, we have a solution: Corporate, Healthcare, K-12, College/Universities, Public/Government and much more. Whether we're creating, building or maintaining great spaces, we help our clients with furniture, floors, interior construction and branding throughout their workplace life-cycle. Our commitment to our associates: Our vision is “to be an organization where people can’t wait to work with us.” This includes our associates! Continental Office is committed to providing an environment where our associates feel they belong. We believe the diversity among our associates creates an environment that allows for better collaboration, creativity and challenges us to grow as an organization. Our commitment to Diversity, Equity, Inclusion and Belonging includes intentional hiring and retention practices, CEO listening sessions, self-awareness opportunities, and community event participation & volunteer opportunities.

<https://www.continentaloffice.com/who-we-are/careers>

## FedEx Ground

Our people are our most valuable assets and the fabric of our culture. At FedEx, we connect people with possibilities to deliver the Purple Promise – I will make every FedEx Experience Outstanding. Employee-led Networks at FedEx Ground are committed to building and maintaining a workplace that values diverse perspectives and ideas that contribute to, advance, and promote the company's overall business objectives.

<https://careers.fedex.com/ground-diversityinclusion>

## Flying Horse Farms

At Flying Horse Farms, YOU are valued. And when we say “you,” we mean all of you. We celebrate the differences and details that shape your authentic self and acknowledge and respect the communities and paths which shaped them. You and your experiences are what makes camp special. Creating a diverse community at camp made up of numerous ideas, perspectives, and backgrounds benefits everyone at Flying Horse Farms—personally and professionally. We support equity and inclusiveness for all who come to camp—staff, volunteers, campers, friends. We understand our course toward this vision is a continuous process. It is a journey that is core to our values and guides us together and allows us to better serve “you.”

<https://flyinghorsefarms.org/about-us/diversity-inclusion/>

## Girl Scouts of Western Ohio

Through programs from coast to coast, Girl Scouts of all backgrounds and abilities can be unapologetically themselves as they discover their strengths and rise to meet new challenges.

<https://www.gsw.org/en/for-volunteers/anti-racism-in-girl-scouts.html>

## Hattie Larlham

In recognition of Hattie Larlham’s responsibility to the people who receive services and to its employees, Hattie Larlham reaffirms its commitment to cultural diversity. Hattie Larlham will ensure fair and equitable treatment in its employment practices, volunteer involvement, selection and management of vendors, suppliers and contractors. It will not discriminate on the basis of race, color, religion, sex, gender identity, sexual orientation, age, disability, national origin, religion, military service (active or inactive), veteran status or any other basis protected by state or local laws. Hattie Larlham’s commitment to equal opportunity applies to fair treatment in job recruitment, job placement, job compensation, promotion, job training, transfers, layoffs, termination, education and social and recreation programs.



## Hiram House Camp

Diversity, Equity and Inclusion at Hiram House Camp, we believe diversity, equity and inclusion are at the heart of a flourishing camp experience. Hiram House Camp empowers positive change in the world when youth and adults of all backgrounds, beliefs, identities, and abilities are valued and actively engaged in camp and camp leadership. Together, we strive to create an expansive and inclusive camp community that is open and promotes equity across a diversity of ideas, experiences, perspectives, and voices.

## Northwestern Mutual

We believe in putting people first. Doing the right thing. Creating a culture of respect. These are the principles our company was founded on, and what we've been committed to since day one. We know that the best client service and financial industry leadership starts with our people-building a diverse team and an inspiring, inclusive workplace where everyone can be, and do, their best every day. The people we need should represent the great diversity of our communities, including people of all abilities and anything else that makes us unique as individuals. The collective ideas, opinions, and creativity of a diverse workforce is necessary to deliver the innovative financial solutions our clients need. But we can't stop there. We're dedicated to supporting and promoting diversity not just within our company, but within our communities and the businesses and suppliers we partner with.

<https://www.northwesternmutual.com/office/oh/columbus/20692027/>

## Ohio Citizen Action

Ohio Citizen Action/Ohio Citizen Action Education Fund has long recognized the benefits of a “strength-in-numbers” strategy, which activates diverse people and organizations with common cause to advocate for the public interest. We further recognize the inequitable distribution of environmental and consumer burdens and benefits and seek to improve the balance of power between decision-makers and people affected by their decisions. In order to more fully accomplish our mission, we have made a commitment to diversity and inclusion which is apparent in our organizational structure, policies, board of directors, staff, donors, goals, and vision. We welcome the participation of people from diverse races, ethnicities, religions, gender identities, political persuasions, sexual orientations, ages, physical abilities, socio-economic backgrounds and parental situations. Just as in nature, our organization, mission and movement all benefit from the greatest possible diversity, as it equips us to adapt to an ever-changing landscape of challenges and opportunities.

## Ohio Department of Agriculture

As the #1 industry in Ohio, the Ohio Department of Agriculture (ODA) is committed to engaging the voices of our communities to promote diversity, equality and compassion for all. ODA is dedicated to creating economic opportunities for Ohio’s farmers, food processors and agribusinesses. Additionally, ODA seeks to engage the community to develop partnerships to serve all Ohioans. ODA values its internal diversity and pledges to cultivate an inclusive and engaging environment for all employees where differences are embraced and celebrated. The agency commits to building a workforce that champions the advancement of DEI principles and initiatives. The values on which these efforts will be founded are: Respect, Empathy, Transparency, Equality, Equal Access. ODA strives to be a model employer by fostering an atmosphere that celebrates individuals of all social, economic, and cultural backgrounds. By being dedicated to efforts that reach beyond the typical meaning/interpretation of agriculture, ODA will bring positive awareness to Ohio’s wealth of heritage, culture and diversity.

## Ohio Department of Development

Ohio is a model for justice, equity, opportunity, and resilience to withstand future challenges. We are striving to become an advanced DEI organizational culture working to eliminate institutional and systemic bias for our people, in our policy, and within our public service.

## Opportunities for Ohioans with Disabilities

Diversity, Equity, Inclusion, and Accessibility (DEIA) Mission Statement. The mission of OOD is to empower Ohioans with disabilities through employment, disability determinations, and independence. OOD strives to hire, sustain, and promote a workforce that not only embraces this mission but is also reflective of the rich diversity of the Ohioans we serve. OOD considers diversity comprehensively, including race, ethnicity, gender, sexual orientation, disability, age, and all other human dynamics that shape creative perspective and professional experience. OOD is intentional in cultivating an inclusive, diverse, and equitable environment where all voices are heard, respected, and valued, as demonstrated by the way we treat all individuals.

<https://ood.ohio.gov/about-us>

## Riley Decker Companies

Our mission is to change lives every day. We are committed to investing in our relationships with our associates and clients. Adversity does not discriminate; therefore, we have made it our top priority to remove barriers through employment opportunities.

## Rural Action

We don't currently have a specific DEI statement, but here are our 6 values we follow:

A healthy natural environment as the source of our lasting wealth. Education and learning rooted in the wisdom of our home. The ideas and voices of all people in our communities. Vibrant, inclusive local economies built on our assets. Work that enhances our dignity and independence. Empowerment of people to create together the future we want.

<http://ruralaction.org/americorps>

## Stepping Stones Ohio

Stepping Stones mission is to build pathways to independence and promote inclusion throughout the community. All agency staff are trained annually on inclusion and compliance with standards of the Ohio State Dept. of Education and Dept. of Developmental Disabilities. Agency staff are encouraged to identify and participate in trainings on improving the quality of our inclusive workspace.

<http://www.stepsstonesohio.org>

## Techtronic Industries

In 2021, TTI kicked off quarterly Global D&I Committee calls. One achievement in 2021 was a series of workshops held in North America featuring the speaker, Monique Betty, professionally known as ‘Coach Mo’. Betty’s sessions taught attendees how to participate in allyship and courageous conversations. Other sessions on subjects such as unconscious bias were taught by Jessica Sharp, an organizational psychologist. Employees at these workshops shared important experiences, such as blind spots and personal stories. From these initiatives, relationships developed into mentorships.

The presentations and workshops were discussed during a Global D&I Committee meeting, and positive feedback saw the adoption of similar initiatives through several North American BUs. On a personal level, employees at the Floorcare head office in Charlotte, North Carolina, gathered together recipes representing all the cultures in the office. A cookbook titled, A Taste of Diversity was printed and distributed to staff. On the other side of the world, diversity champions in TTI’s Asian Innovation Center based in Dongguan, TTI AIP in China, shared efforts to build facilities that support diverse employee religions. With the Global D&I Committee established and a regular cycle of sharing implemented, as we advance, TTI will organize global programs across BUs to celebrate diversity throughout the Company.

<https://www.ttigroup.com/sustainability/diversity-and-inclusion-initiatives/>

## The BRICC Foundry

The BRICC Foundry unleashes the power of diversity, and equity to build a world where there is equality for all. We are committed to emboldening, celebrating, and partnering with individuals who experience the world differently. At The BRICC Foundry, we believe...IRON SHARPENS IRON. Every woman has something to help the next woman regardless of where they are in life. UNREASONABLE PROGRESS Untraditional journeys breed norm disruption and ingenuity. SHE CHASED A LION Amplify the voices of resilient women and their wildest dreams.

<https://www.thebriccfoundry.org/our-visionInclusion>

## **The Cincinnati Insurance Companies**

Our Diversity, Equity and Inclusion Commitment at Cincinnati Insurance, we want all associates to feel respected and to feel that their voice is heard. To put that into meaningful action, we're committed to fostering diversity, equity and inclusion within our company. Our DEI program focuses on exploring unconscious bias, increasing our engagement with historically Black colleges and universities and creating associate resource groups to increase networking and coaching opportunities for associates of underrepresented groups. By building unity across all backgrounds and disciplines, we become stronger as a company, better able to serve our customers and bring value to our communities.

## **The Summit Bechtel Reserve**

The Boy Scouts of America promotes a culture where each youth, volunteer, and employee feels a sense of belonging and builds communities where every person feels respected and valued. Leading by example and encouraging each other to live by the values expressed by the Scout Oath and Scout Law, we welcome families of all backgrounds to help prepare young people to serve as successful members and leaders of our nation's increasingly diverse communities.

<https://www.scouting.org/about/diversity-equity-inclusion/>