***Hometown Heroes, Inc. Diversity, Equity and Inclusion Statement***

Hometown Heroes, Inc. organizational culture reflects and embraces diversity and inclusion through our collaborative approaches, innovative research, benefits, communication activities, recruitment outreach and community involvement efforts. We view our diverse perspectives, cultures, backgrounds and skills as a source of strength as we look to the future. We are committed to building on what we have in place in order to achieve and maintain a diverse camp setting that works together in an inclusive environment.

Our commitment to diversity is reflected in our recognition that innovation, creativity and progress are best achieved when we leverage varying backgrounds and experiences. For us, diversity is much more than just providing a safe place for executive leadership, our Board of Directors, campers, volunteers and staff. Our policies, procedures, and processes are specifically designed to ensure that we are proactively building a strong, inclusive and diverse ~~camp~~ environment – at camp, within our organizational culture, within our board leadership and on the grounds of our camp. We are also diverse in other ways and come from a variety of life circumstances, as shown in the definition of diversity:

Diversity is valuing everyone as an individual. Hometown Heroes, Inc. embraces differences to leverage our exceptional talent in improving the human condition. At Hometown Heroes, Inc. diversity includes personal qualities, social and cultural identity, ethnicity, personality and work-style, as well as characteristics that make individuals unique (e.g., age, generational differences, gender identity, sexual orientation, religion, and disabilities).

Our commitment to inclusion is reflected in our value of each other’s perspectives. Each individual is welcomed, respected, supported, and valued as a person and as a family member. All individuals are recognized for their knowledge and accomplishments, regardless of personal characteristics. We strive to ensure that all of our Executive leadership, Board of Directors, campers, volunteers and staff are treated fairly and respectfully, have fair access to opportunities and resources and are able to contribute fully to the Hometown Heroes, Inc. success. Our training and camp management team strive to be fair, appreciative, and encouraging, all committed with the overarching goal of inclusion in mind. These are in place so that everyone can work in a safe and professional environment. Inclusion is understanding each other and moving beyond simple tolerance to welcoming and embracing the differences among our many individuals. Inclusion at Hometown Heroes, Inc. means each person feels welcomed, accepted, respected, supported, safe, involved and valued. An open and inclusive camp environment is achieved when all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to Hometown Heroes, Inc. success. (Note: Definitions of diversity and inclusion have been adapted from the Society for Human Resources Management - SHRM).

***Participant/Volunteer Inclusion Statement***

Inclusion at Hometown Heroes, Inc. means each person feels welcomed, accepted, respect, supported, safe, involved and valued. Hometown Heroes, Inc. affirms and promotes participation in all of its activities across all dimensions of diversity included; but not limited to: race, color, sex, disability, sexual orientation, gender identity or expression, age, or national origin, and without requiring adherence to any religious belief or creed. The foregoing shall apply to all camp activities and inform all of its decisions, including with respect to its campers, volunteers, staff, and etc.

Hometown Heroes, Inc. EIN: 90-0421984

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