



Statement of Diversity, Equity, and Inclusion

Adopted by the O Bee Board of Directors November 2021

Diversity

Organizations are stronger when they have diverse perspectives, including people with different lived experiences. Diversity includes race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military status as well as past work experiences, life and educational backgrounds. When we embrace each other's differences, we begin to create a culture of inclusiveness which helps us better ourselves, our employers, and our communities. For O Bee, embracing diversity means we strive to represent demographics or populations within employees, the Board and membership that are reflective of the communities it serves. We are intentional in our recruitments and services offered within our communities and mindful of representation of populations who have faced past discrimination.

We want our members to see themselves in us. It's about serving our communities and ensuring we are representing the communities through greater diversity of thought and experience.

Equity

Equity is fairness for all employees regarding pay, development, and growth opportunities. Equity requires transparency: every employee should know what to expect in terms of consequences and rewards. Every employee should feel valued at work by their peers and their employer.

Equity also means ensuring our products and services meet the needs of our members. For a credit union like O Bee, upholding equity means identifying and addressing the challenges that diverse populations have faced in accessing capital and taking action to alleviate these disparities.

Inclusion

Inclusion means there is an understanding that all people and their differences can bring strength to the organization. Inclusion ensures that employees feel a sense of belonging in the workplace and every employee feels comfortable and supported by the Credit Union. Inclusion means that people of diverse lived experiences not only have a seat at the table but are also invited to contribute in meaningful ways. Successful inclusion entails embracing the input of employees and members whose backgrounds or expertise differ, fostering collaboration, asking questions, facilitating constructive arguments, giving actionable feedback, and acting upon the advice of diverse employees and members.