

MEND THE HEART FOUNDATION

Diversity, Equity, and Inclusion Policy

As proud members of the Mend The Heart Foundation, we are personally committed to building a diverse workforce at all levels of the organization through equitable systems, processes, and policies. By this, we can cultivate an inclusive culture that respects and values every individual.

Our people are our greatest asset. It is essential to the success of our mission that we create a culture of excellence to optimize the skills and experience of our workforce and reap the rewards of innovation, agility, resiliency, and increased productivity.

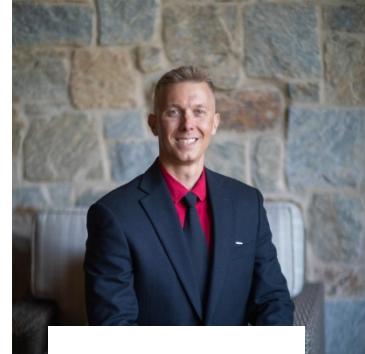
The term diversity means more than race, religion, age, and gender; it encompasses all the differences and similarities in identity, experiences, and thinking styles that lead to unique perspectives. Different perspectives make us a stronger organization better equipped to identify risks and create innovative solutions in order to more effectively serve.

Equity is the organizational practice of respecting every individual through fair treatment and transparent processes that ensure everyone has equal access to opportunity. A culture of inclusion completes the system by valuing every employee for their unique qualities and perspectives and providing a workplace where everyone can contribute, belong, thrive, and grow.

Strong support from each of us is critically important to recruit, engage, and retain a diverse, talented workforce representative of the nation we serve.

Your personal commitment to diversity, equity, and inclusion is essential to accomplishing our mission and maintaining the reputation of Mend The Heart Foundation as the nonprofit of choice.

God bless you, my friends, and FIGHT ON!



LCDR Matthew A. Mitchelson

President & CEO, Mend The Heart Foundation

Matthew Mitchelson
Founder, Chief Executive Officer
Mend The Heart Foundation

