

MOUNTAIN LINE DIVERSITY AND INCLUSION POLICY

Mountain Line is committed to developing and supporting a diverse workforce that comes together to build a strong organization, meet the needs of its customers, and strengthen its service.

Mountain Line supports workforce diversity and inclusion culture, focused on attracting and retaining highly skilled, versatile employees and creating a work environment that encourages all employees to realize their full potential.

DIVERSITY

Workforce diversity means recognizing and respecting the differences that make each of us unique and valuing the importance of bringing individual talents together to meet organizational objectives.

Diversity is defined as, but not limited to, characteristics including national origin, language, race, color, disability, ethnicity, gender, age, religion, sexual orientation, gender identity, socioeconomic status, veteran status and family structures. It also recognizes that the differences in the way individuals think and problem solve can be catalysts for business innovation and improvement.

INCLUSION

Inclusion is defined as fostering a culture that connects each employee to the organization; encourages collaboration, flexibility, and fairness; values the diversity of our employees; and creates an environment where individuals from across the organization are able to participate and contribute their full potential.

RESPONSIBILITY

In respecting and valuing the diversity among our employees, and all those with whom we do business, Mountain Line employees are expected to ensure that there is a work environment free of all forms of discrimination and harassment. All employees are expected to implement this policy as part of their day-to-day work and in dealings with colleagues and customers.

As an agency, we commit to:

- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.



- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance.

Mountain Line is committed to supporting the principles of diversity and inclusion as a foundation for building a strong future for its employees and customers.