



LSI Diversity, Equity, and Inclusion Statement

At Lutheran Services in Iowa (LSI) we respect diverse life experiences, cultures, and heritages, and strive to provide that all voices are valued and heard. The collective sum of the individual differences, life experiences, knowledge, innovation, unique capabilities, and talent that our team members invest in their work represents a significant part of not only our team culture, but our impact in the community as well.

At LSI a diverse and inclusive workplace is one where all team members and volunteers, whatever their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran status, or any other classification, are welcome and respected. All team members of LSI should understand diversity, equity, and inclusion as critical to, and connected with, LSI's mission and core values. As a Lutheran social service organization, our heritage and tradition are rooted in the love of Jesus Christ that is expressed through compassionate service in the world. It is in this expression of love in the world that team members are expected to support our core values by:

Unite: Exhibiting conduct that reflects inclusion, and promoting teamwork and employee participation, welcoming the representation of all groups and team member perspectives.

Respect: Treating others with dignity and respect at all times, and respecting diverse opinions of thought, belief, and experience.

Grow: Challenging our own biases and assumptions as we move forward together to create more opportunities for deeper learning, lasting change, and transparent accountability. All employees are required to complete diversity training in order to continuously grow their awareness of and accountability in making LSI an inclusive space for all staff and clients.

Empower: Being agents of change to promote a greater understanding of others and respect for diversity.

This is who we are as an agency, what we aspire to, and something we pledge to continually evolve.

STATEMENT REVIEW DATE: September 2021

COMPLETED BY: Equity, Diversity, and Inclusion Committee and Executive Leadership Team