FAMILY VISIONS INCORPORATED
POLICY AND PROCEDURE MANUAL

<table>
<tr><td rowspan="3">POLICY:

DIVERSITY EQUITY & INCLUSION</td><td></td><td>POLICY NO: GEA-002</td></tr>
<tr><td rowspan="2">DATE ISSUED:
February 16, 2022</td><td>PREVIOUS POLICY DATE/NAME:</td></tr>
<tr><td>RELATED DOCUMENTS:</td></tr>
<tr><td>APPROVED BY:
Board of Directors</td><td colspan="2">DISTRIBUTION:
Board Policy</td></tr>
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Family Visions provides a diverse, inclusive, and equitable environment where all supported individuals, visitors, employees, volunteers, and board members whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feel valued and respected.

We are committed to a non-discriminatory approach and provide equal opportunity for employment. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for the community involved with Family Visions and to maintaining an inclusive environment with equitable treatment for all.