

Capitol Hill United Neighborhoods

Statement on Diversity and Inclusion

Adopted August 15, 2019

The mission of Capitol Hill United Neighborhoods (CHUN) is preserving the past, improving the present, and planning for the future. CHUN believes that its mission is fulfilled through a commitment to inclusiveness as a core value and in practice.

CHUN maintains that building and sustaining diversity requires an ongoing commitment to inclusion that must find full expression in our organizational culture, values, norms, and behaviors.

Throughout our work, CHUN supports diversity across all lines of difference, including race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender identity, gender expression, age, height, weight, disability status, veteran status, military obligations, marital or family status, class or economic background, housing status, political affiliation, or on any other basis that would be in violation of any applicable federal, state, or local law.

Capitol Hill United Neighborhoods recognizes that its effectiveness will be enhanced, and its mission well served, when the practice of inclusion is reflected in all aspects of the organization and specifically when:

- **Board Leadership and Makeup:** Our Board of Directors (Delegates) reflects the rich and growing diversity of Capitol Hill, Metro Denver, and Colorado.
- **Programming:** Our organization creates and implements programs using our awareness of cultural differences and treats our community with respect. We seek input from the community and board at all levels and will work with a diverse group of stakeholders to ensure our programs, events and governance are as inclusive as possible.
- **Policies and Procedures:** Our commitment to inclusiveness will be evident in our organizational policies and procedures, as part of our strategic planning processes, our organizational goals and accountability metrics.
- **Employment Practices and Board Composition:** Our staffing and board recruitment and retention, at every level of the organization, is reflective of the Greater Capitol Hill area's diverse communities. Associated recruitment and hiring practices reflect a commitment to the value of inclusion. We foster a workplace that respects each individual, seeks and values diverse perspectives, and ensures each employee and/or board member can actively contribute to fulfilling the organization's mission.
- **Community Partnerships:** We share our commitment to diversity, equity, and inclusion as a core value and practice with current and potential community partners, benefactors, and others; we encourage our partners to consider and embrace these values.

Capitol Hill United Neighborhoods intends that its commitment to promoting diversity, equity, and inclusion represents an organizational standard for the nonprofit sector in the Mile-High City. The organization will lead by example, viewing and encouraging diversity as a fundamental and abiding strength of the Greater Capitol Hill community as defined by the registered neighborhood organization's (RNO) boundaries— 1st Avenue to 22nd Avenue and Broadway to Colorado Boulevard— and beyond.