WHERE WE STARTED

2021
- National Office DEI Strategy Team and DEI Learning Collaborative focused on following priorities: Education, Policy, Access and Inclusion, Metrics and Conflict Mediation
- Over 4,000 VOA staff, executives and board members have attended DEI training sessions and discussion forums focused on unconscious bias, anti-racist leadership, LGBTQ+ inclusion, AAPI hate, health equity, the criminal legal system, and allyship
- Awarded more than 50 scholarships towards anti-racist leadership training for affiliates and community partners nationwide
- Adoption of health equity framework

2019
- Mike King, CEO and President, signed the CEO Action Pledge
- National Diversity, Equity and Inclusion Statement adopted.
- First national DEI survey conducted with 2394 employees sharing feedback. We learned that staff:
  - Wanted more DEI education
  - Needed practical ways to apply new principles; and
  - Viewed representation, particularly among VOA’s leadership team, as essential
- DEI classified as a pillar in VOA’s strategic plan. We committed to:
  - Increasing Board /Leadership diversity to reflect the VOA staff and clients we serve
  - Providing ongoing DEI education to increase awareness and encourage action
  - Purposefully engaging with a diverse network of suppliers to foster economic empowerment in underserved communities
  - Partnering with organizations committed to diversity and inclusion

WHERE WE ARE

2018 - NOW

THE NATIONAL Board of Directors
RACIAL DIVERSITY INCREASED
from 26% to 48%

THE NATIONAL Leadership
RACIAL DIVERSITY INCREASED
to 38%

THE NATIONAL Board of Directors
GENDER DIVERSITY HAS REMAINED
close to 50%

THE NATIONAL Leadership
GENDER DIVERSITY INCREASED
to 65%
Now in our second century of service, VOA believes it is more important than ever we pursue equity as demonstrated through equal access and the advancement of all people. That’s why we’re:

- Prioritizing health equity, so every individual can experience equal opportunities for optimal health
- Working diligently to close gaps in leadership; and
- Nurturing relationships with our community partners.

By 2030, we envision a more diverse, inclusive and equitable Volunteers of America; one that reflects a world of greater justice and hope.

Join us on our journey.

Volunteers of America values the rich diversity among all people to create a world of greater justice and hope.

We...

AFFIRM that all people are created equally while acknowledging that some have wrongly endured unfairness, discrimination and inequity.

CELEBRATE our differences while recognizing the common humanity that unites us.

EMBRACE diverse perspectives to deepen understanding, provide innovative solutions, and strengthen our impact.

PROMOTE an inclusive environment where all people feel accepted and valued.

PURSUE equity as reflected in equal access, treatment and positive outcomes for all.

PARTNER with others that share a commitment to diversity, equity, equality and inclusion.