



Diversity, Equity, Inclusion, And Value Statement

Thistle Community Housing is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion, as well as valuing our Thistle team members and our Thistle community residents.

The collective sum of individuals and their life experiences, knowledge, innovation, unique capabilities, and talent that our employees invest in their work and contribute to the Thistle community, represent a significant part of not only our culture, but our mission and vision as an organization.

We value and embrace our employees' diversity in age, color, disability, ethnicity, familial or marital status, gender identity or expression, language, national origin, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Thistle Community Housing's diversity initiatives are applicable—but not limited to—our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premises of diversity, equity, inclusion, and value that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of Thistle Community Housing have a responsibility to treat others with dignity, respect, and value. All employees are expected to exhibit inclusive conduct during work, at work functions, on or off the work site, and at all other company-sponsored and participative events.

As an Equal Opportunity Housing provider, we welcome and encourage all individuals into our Thistle Family of Housing. This includes not only our Thistle Team, but also our Thistle Community Housing residents. As we continue to fulfill our mission to produce, preserve, and protect affordable housing, we will continue to strive to create an inclusive space for our residents and employees.