



BCFO Non-Discrimination Policy: Diversity, Equity, and Inclusion at BCFO

Diversity: We define diversity as the collaboration and cooperation of people from diverse backgrounds and a variety of lived experiences, race and ethnicity, age, religion, persons with disabilities and/or immigration status, gender identity and sexual orientation.

Equity: We define equity as the promotion of fairness, justice, and equality among BCFO staff and within our internal and external procedures, policies, processes, and client facing programs. Improving equity requires an understanding of the underlying causes of disparities within our local, state and federal institutions, our internal systems, and our society as a whole.

Inclusion: We define successful inclusion as allowing diverse individuals to participate fully in the decision-making processes within and outside of an organization and to feel welcome and encouraged to be an active voice. BCFO invites, values, and amplifies voices and perspectives that have been undervalued. BCFO seeks to remain open to all voices to provide equitable outcomes for the future.

BCFO DEI OBJECTIVES

Breast Cancer Foundation of the Ozarks believes in creating an equitable, connected and responsive community. Our organization seeks to be forward-thinking and collaborative with all organizations to provide a “continuum of care” for families with varying needs. Our shared goal is to serve by embracing diverse races, ethnicities, religions, ages, gender identities, sexual orientation and abilities across all socioeconomic backgrounds. BCFO staff will strive to model diversity, equity and inclusion within our office and in our community while consistently evaluating our motives and biases in order to extend our program reach and impact throughout all sectors of the communities we serve.