

Commitment to diversity, equity and inclusion

Original effective date: July 1, 2023



Scope

This policy applies to all of Habitat for Humanity International's people and entities, including headquarters, area offices, branches and consolidating entities. Legally independent national organizations and U.S. affiliated organizations are encouraged to adopt their own policies that incorporate the provisions of this policy or otherwise ensure that the intent of this policy is covered in the entity's existing policies.

At Habitat, our work is grounded in diversity, equity and inclusion.

Our vision of a world where everyone has a decent place to live is not only one in which walls are raised so that all families can find comfort, security and a place to call home, but also one where other walls are removed so that all can feel welcome, visible, respected, supported and valued. Whether on a worksite or in the workplace, we are committed to removing the barriers that limit a person, a household, or an employee from reaching their full potential through our policy of making diversity, equity and inclusion, or DEI, central and imperative to all that we do.

It is our policy to follow the tradition of the radical inclusivity that infused our birthplace, Koinonia Farm.¹ Accordingly, all Habitat for Humanity entities should be committed to creating an environment where humility, courage, accountability, open communication, dialogue and listening are our standard. As a space where all people can come together to live our mission in common cause, we commit to being actively anti-racist, intentionally inclusive and promote participation in civil, economic, social, cultural and political spheres for all people, regardless of — including, but not limited to — race, ethnicity, faith, socio-economic status, background, stage of life/age, ability, sex, sexual orientation, or gender/pronoun identity and expression.

In order to fully realize our vision and implement our mission, which is “seeking to put God’s love into action, Habitat for Humanity brings people together to build homes, communities and hope,” we realize that we must be fully committed to ensuring that DEI is relevant and incorporated into the local and global contexts where we engage to live our mission. For instance, our area offices and affiliated network are diligently working to provide housing solutions and confront inequities in the housing sector, increasing threats from social conflict, power disparities, environmental degradation, economic inequality, rapid urbanization, and the impacts of humanitarian crises with empowered engagement of residents and community partners. DEI is more than a statement; it is an organizational priority and a central part of our ongoing strategic plan and operations.

In our dedication to diversity, we celebrate, represent and value the differences of those we work with on staff and partner with in communities around the world. In our drive for equity, we create processes and practices that ensure everyone involved gets what they need to achieve greater access and equity in treatment and outcomes. And in our

“Habitat’s commitment to diversity, equity and inclusion is driven by our historical, theological and mission imperatives that compel us to love our neighbors as ourselves and work together to integrate DEI into HFHI’s overall growth strategy and global program strategy. By putting our organizational priority of DEI into action, we have a great opportunity to partner with diverse stakeholders and decision-makers to create just, inclusive and equitable housing solutions in communities around the world.”

— Natosha Reid Rice,
Habitat for Humanity
International’s vice president
and global diversity, equity
and inclusion officer

¹ Koinonia Farm began in 1942 on the outskirts of the Americus, Georgia, during the era of racial segregation. The farm was to be a first-century version of Christian living in a 20th-century context. It would be a place where everyone — no matter their race, gender or wealth — would be welcomed. Koinonia would later be the birthplace of the partnership housing idea that became Habitat for Humanity.

practice of inclusion, we commit to seeing and hearing all those we work with on staff and partner with by including the voices and needs of our diverse workforce, communities and residents to build hope and transform lives.

Driven by our core organizational values of **humility**, **courage** and **accountability**, we make the following commitments:

Our DEI commitments



Transparency

We will be open to and encourage continuous feedback, and we will avoid covert conversation.



Empathy

We will consistently seek to put ourselves in another's shoes.



Community

We will celebrate efforts, acknowledge challenges, and reflect on failures together.



Trust

We will maintain accountability to our actions and be reliable to who we say we are.



Vulnerability

We will encourage sharing experiences and diverse perspectives.



Grace

We will give space for mistakes and learning opportunities.

For these reasons, as set forth in our [Policy on Harassment, Bullying and Discrimination](#), our [Safeguarding Policy](#) and other applicable policies, we prohibit any action or conduct that may discriminate against, harass, abuse or bully other individuals. It is our intent that we all live into this policy, but we also look to our other related policies for purposes of compliance. Concerns involving these "[immediately reportable criteria](#)" should be reported through the [Habitat Ethics and Accountability Line](#) within 48 hours for potential handling by GRC-Investigations.

Our DEI strategic vision

We are compelled by our Koinonia roots to put God's love into action and pursue housing justice for all by driving diversity, equity and inclusion with accountability and trust while attracting and retaining diverse, mission-driven talent representative of the global communities with which we partner.

Our global DEI strategic framework below includes three pillars and related six priorities:

Pillar 1 — Living our mission

- **Strategic intent:** Intentionally integrate DEI into Habitat for Humanity International's overall growth strategy and global program strategy and framework.
- **Leadership behavior:** Leaders will embody courage, humility and accountability through actions that welcome, hear and treat all people equitably to improve trust and lead impact across the network.

Pillar 2 — Establishing our foundation

- **Communications:** Develop and share thoughtful and inclusive communications that articulate DEI as a priority internally and externally.
- **Metrics and analytics:** Realize DEI strategy through a data-driven (qualitative and quantitative) approach that identifies areas for improvement and tracks progress and impact throughout the global network.

Pillar 3 — Empowering people

- **Inclusive culture:** Partner across the organization to continue creating an inclusive and equitable culture that celebrates, values and respects all backgrounds and includes diverse voices in decision-making, strategic input and the realization of our mission.
- **Talent actions:** Seek, attract, develop and retain diverse, mission-driven talent representative of the global communities with which we partner.

Through the Strategic Intent priority, we live our mission in the global community, by prioritizing the humanity in habitats around the world and moving forward with courage, humility and accountability to partner and engage with community stakeholders to create more equitable and inclusive housing solutions. We will partner with our staff in the five Area Offices (Africa or “AFR”, Asia and the Pacific or “AP”, Europe and the Middle East or “EME”, Latin America and the Caribbean or “LAC”, and the United States and Canada) who are urgently working to identify, assess and meet housing needs with equitable and impact-driven solutions. We also partner with global stakeholders to drive equitable and just housing solutions in communities around the world.

Trust and accountability

Diversity, equity and inclusion is central and imperative for Habitat. To hold our organization accountable for its DEI commitments, we have created a DEI governance structure in keeping with Habitat’s servant-leadership capability model; our global network is at the top of that structure, and our Habitat for Humanity International leadership team is at the bottom, supporting and promoting the steps in between.

DEI governance structure



**Global network encompasses employees and affiliated networks across the ministry, including the U.S. Council and the International Council.*

- Consistent with its mission, Habitat for Humanity International, or HFHI, uses a servant-leadership model. At the bottom, HFHI’s leadership team is responsible for tracking and supporting DEI goals, success metrics, and, ultimately, the realization of HFHI’s DEI strategic vision.
- The DEI steering committee, a subset of the senior management group, is a policy- and decision-making body focused on executive sponsorship and resource allocation.
- The DEI team is led by HFHI’s first global DEI officer and includes a DEI learning director, communications director and program directors.
- Next is the DEI council, which serves in an advisory role and activates DEI strategic priorities across HFHI. It consists of the senior management group (C-suite-level leadership); the senior leadership team, which includes HFHI’s global DEI officer; and employee resource group leaders.
- At the top of the stairs is the global network, where through partnerships, programs and engagement, we implement HFHI’s DEI values and strategic framework.