



Living Independently for Today & Tomorrow

1201 Grand Avenue Suite #1 Billings, MT 59102, telephone (406) 259-5181
100 ½ South Merrill Street, Glendive, MT, Unit 12, Zip Code 59330, telephone (406) 606-1766
<http://www.liftt.org>

DIVERSITY, INCLUSION, EQUITY, AND ACCESSIBILITY STATEMENT

Living Independently for Today and Tomorrow (LIFTT) will always endeavor to advance, build, develop, and support a diverse, inclusive, equitable, and accessible work environment, community, and society that offers equal opportunities and outcomes.

LIFTT's endeavor to promote diversity, equity, inclusion, and accessibility at the workplace, community, and society, is a permanent process of identification and removal of barriers arising from bias, discrimination, racism, and structures that support such attitudes and actions affecting individuals, with the following characteristics:

- a. Ethnicity, race, and culture
- b. Sexual orientation, gender, gender identity, and gender expression
- c. Age
- d. Differences in ability
- e. Immigration status, nationality, and national origin
- f. Education and socio-economic status
- g. Family structure
- h. Military and veteran status
- i. Religious and other beliefs
- j. Membership to local, state, and nationally recognized groups and organizations

LIFTT will always:

- Support team members' and consumers' individual and collective diversity, equity, and inclusion efforts
- Facilitate the exchange of diverse perspectives
- Incorporate value from the numerous views that diverse individuals bring to achieve inclusive excellence
- Implement initiatives that support diversity, equity, and inclusion in the workplace, community, and society

Empowering people with disabilities to “LIFTT” themselves above the barriers of life



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- Create a learning environment that welcomes communication of diverse perspectives, experiences, and realities
- Conduct outreach and engage individuals representing marginalized groups
- Establish inclusive and equitable practices at the workplace and community
- Include marginalized individuals and groups in career development and recruitment of new and future team members
- Encourage team members to support diverse perspectives and ideas
- Respect individual, cultural, and identity-based differences, value and acknowledge unique skills and experiences
- Pursue educational and experiential opportunities to develop diversity, inclusion, equity, and accessibility
- Advocate for diversity, inclusion, equity, and accessible practices in its recruiting and professional development programs, community activities, and systems change advocacy
- Raise awareness, knowledge about the value of diversity, equity, and inclusion among all stakeholders.