

Stability First, Inc.

Diversity, Equity and Inclusion Action Plan

Goal 1: Equitable Access to Resources and Services

- a. We will strive to help all people who come to us for help, using the resources available to us.
- b. We are committed to provide services and or programs for those populations who might face disparity.
- c. We will attempt to provide programs and services in non-traditional settings and ways that might increase access to those in need.

Goal 2: Build Organizational Capacity (Inclusive Representation)

- a. We will work to improve board, volunteers and team members engagement, satisfaction, culture of trust, support, respect, and inclusion.
- b. We are committed to increasing the diversity of our board, volunteers, team. (e.g., recruitment and interviewing processes, retention strategies, professional development, etc)
- c. We will review organizational vendor selection, contracts, resource allocation, etc. from a DEI perspective.
- d. We will actively build a board, volunteer group, and team whose members reflect the increasingly diverse cultures, backgrounds, and life experiences of our community.

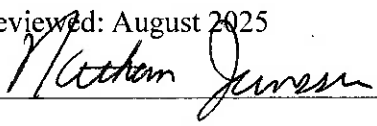
Goal 3: Meaningful Interaction and Dialogue

- a. We challenge ourselves to interact meaningfully with the community and to learn from one another, honoring our differences while inviting dialogue.
- b. We will work to provide ongoing DEI learning opportunities for board and staff as well as the clients we serve.
- c. We will strive to increase and deepen partnerships that could lead to the representation of new clients and a more diverse team.

Goal 4: Collaboration

- a. We will look beyond our walls to establish beneficial relationships with individual and institutional partners who share mutual goals and interests.
- b. We will gather with existing partners to review said partnerships to determine how we can increase our role and work to serve those in need better.

Reviewed: August 2025



Nathan Janssen

Chairman, Board of Directors

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