



DEIB Policy

Our Commitment to Diversity, Equity, Inclusion, and Belonging

Section 1. At Break Free we care about advocating for those living with a mental health condition, a substance use disorder, or an eating disorder. We come together to make a collective impact with our staff and volunteers by sharing each of our unique lived experiences. That is the heart of who we are.

As we think about diversity, equity, inclusion, and belonging, and how we enter into a community with one another, we ask that: we honor each person's lived experience, we all be present for one another, and strive for openness and vulnerability when sharing our stories with one another.

We aim to fulfill the following objectives:

- Enhance staff and volunteer engagement
- Recruit, develop, and retain talented staff members with diverse backgrounds and experiences
- Expand community engagement and impact

Section 2. Approved.

Revised and approved by Alexandra Nyman, President, on the recommendation of the Board of Directors on 12/16/22.

Section 3. Effective Date.

Initial: 12/16/22