

New Life K9s Diversity, Equity, and Inclusion Statement

At New Life K9s, we are deeply committed to our mission of providing support and healing to Veterans and First Responders through the placement of PTSD service dogs. We recognize that the individuals we serve come from diverse backgrounds and experiences, and we believe that embracing diversity, promoting equality, and fostering inclusion are integral to our mission's success.

Diversity: We celebrate the diversity of the Veterans and First Responders we serve, as well as the diversity within our organization. We understand that Post Traumatic Stress Disorder (PTSD) affects individuals from all walks of life, and we are dedicated to providing support regardless of race, ethnicity, gender, sexual orientation, religion, disability, or any other characteristic that makes each person unique.

Equity: We are committed to ensuring that all Veterans and First Responders have equal access to the life-changing benefits of our service dogs. We actively work to eliminate any systemic or structural barriers that may hinder equitable access to our program.

Inclusion: We create an inclusive and welcoming environment where all individuals feel valued, respected, and supported on their journey to healing. We actively seek to include the perspectives and needs of our diverse community of clients, volunteers, and employees in our decision-making process.

Our Actions: To uphold these principles:

- **Accessible Services:** We provide our service dog program to Veterans and First Responders regardless of their background or circumstances, ensuring equal access for all who need our support.
- **Cultural Competency:** We invest in training education for our staff and volunteers to increase cultural competency and awareness of the unique experiences and challenges faced by our diverse clientele.
- **Collaborative Partnerships:** We actively seek partnerships with organizations that share our commitment to DE&I, aiming to expand our reach and impact in diverse communities.
- **Client-Centered Approach:** We actively engage with our applicants and recipients to better understand their needs and experiences, adapting our program to better serve them.
- **Accountability and Transparency:** We regularly assess our DE&I initiatives and seek feedback from our community to make necessary improvements.

By embracing diversity, promoting equity, and fostering inclusion, we believe we can better fulfill our mission of saving lives through the healing power of the human-canine bond by providing vital support and healing to Veterans and First Responders who have sacrificed so much for our communities and country.

New Life K9s is dedicated to creating a safe, inclusive, and supportive space for all those we serve, embodying the values of diversity, equality, and inclusion in all that we do.