

## **Keswick's Board Diversity, Equity and Inclusion Policy Statement**

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The benefits of diversity as a characteristic of good governance are many and have shown to result in better financial and organizational performance; increased capacity to connect to new markets and communities; expand access to talented staff and volunteers, enhanced innovation and creativity, and stronger professional relationships. Keswick believes that its governance and programs will be enhanced if the perspectives of individuals of different backgrounds are welcomed and incorporated in its board, its programs, and decision-making. Keswick believes that this diversity of thought will further governance decisions that advance an organizational culture that is inclusive, diverse, and equitable.

*(October 19, 2020)*