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DTOM 22/0 Foundation

DTOM Veterans Ranch

13952 387th Ave, Warner SD 57479

**Equity, Diversity, and Inclusion Policy**

**South Dakota**

**Policy # 01007 Equity, Diversity, and Inclusion Policy**

**Purpose**: The DTOM 22/0 Foundation and Veterans Ranch is committed to building a diverse, equitable, and truly inclusive organization for all people regardless of race, religion, culture, background, identity, gender, or disability/abilities.

**Statement:** The DTOM Veterans Ranch believes:

Its core values of our mission, vision, and values, and our foundation are strengthened when all members have a voice and are encouraged to present original ideas and contribute to our mission.

Every individual has unique experiences and backgrounds that can be contributed to our mission. It is our duty as leaders and community service providers to encourage and promote such contributions.

Equity, Diversity, and Inclusion are ongoing practice here at the DTOM Veterans Ranch that requires continuous engagement and focuses in order to promote the health, well-being, and success of everyone involved in The DTOM Veterans Ranch mission.

**Action Statements:**

1. The DTOM Veterans Ranch fosters a culture of acceptance, open-mindedness, care, compassion, empathy, and inclusion of all individuals and groups.
2. The DTOM Veterans Ranch focuses greatly on building stronger families and communities whose members have diverse cultures, experiences, and backgrounds.
3. The DTOM Veterans Ranch is committed to providing effective and supportive leadership in the development, evaluation, and implementation of a comprehensive set of programs and services to promote diversity and the understanding of differences.
4. The DTOM Veterans Ranch is continuously analyzing, developing, and implementing opportunities for engagement, education and training, and discourse related to areas of equity, inclusion, and diversity.
5. The DTOM Veterans Ranch will not, and does not discriminate against race, religion, identity, disability/ability, gender, culture, or background.

**Persons Covered:** The Equity, Diversion, and Inclusion Policy/Statement apply directly to ALL DTOM Veterans Ranch Employees, volunteers, clients, family members, or third-party businesses working with or for the DTOM Veterans Ranch in any/all DTOM-related activities, functions, events, education and/or training.

If you have any questions regarding the Equity, Diversion, and Inclusion Policy, or if you would like to make suggestions, or file a complaint, please contact:

Dr. Tracy Diefenbach, MRMS Founder, Clinician  
President of Operations, Research, and Program Development  
DTOM Veterans Ranch  
13952 387th Ave, Warner, SD 57479  
Email: [DocT@DTOM220.org](mailto:DocT@DTOM220.org)