

## HIAS Pennsylvania Supplier Diversity Statement and Plan

Approved by the Board of Directors at a Board meeting held July 17, 2013

HIAS Pennsylvania is a Jewish identified organization deeply committed to diversity. We work with diverse refugee and immigrant populations and many of our staff are first generation new Americans, speaking over 10 different languages. We bring people together from various faiths, nationalities and ethnic groups to work cooperatively to make the Philadelphia region a welcoming place for immigrants and refugees. As part of this commitment we actively seek out minority, women, disabled and other underrepresented vendors, suppliers, consultants and contract employees who provide quality services at competitive pricing that reflect the diverse populations we serve.

In order to implement this policy, HIAS Pennsylvania will take the following steps:

1. HIAS Pennsylvania will appoint a Supplier Diversity Manager who will be a member of the staff familiar with the purchasing and contracting done by the agency. The Diversity Manager will review all vendors, suppliers, consultants and contract employees to ensure that HIAS Pennsylvania has outreached to minority-owned, women-owned, disabled-owned businesses and individuals.
2. Upcoming purchases, contracts and consultant hires will be announced at all Management meetings held twice a month and feedback from the management team on minority, women and disabled-owned businesses who might be appropriate will be sought.
3. All sub-awardees or potential grant partners will be advised of our policy and will be queried regarding their diversity goals.
4. The Supplier Diversity Statement will be posted on our website.