

## Luminaria Diversity Policy

Luminaria is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

We embrace and respect our differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make us unique.

Luminaria's diversity initiatives are applicable—but not limited—to our practices and policies on selection of board, staff, artists and volunteers. We believe in a work environment (which includes programs) built on the premise of diversity and inclusion that encourages and enforces:

- Respectful communication and cooperation
- Teamwork and participation
- Work/life balance through flexible work schedules
- Contributions to the communities we serve

Luminaria's Board of Directors and staff have a responsibility to treat others with dignity and respect at all times. All are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other organization-sponsored events.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from the Executive Director or a member of the Board of Directors.

  
Eric Rodriguez, Board Chair  
Luminaria

  
Kathy Armstrong, Executive Director  
Luminaria

Policy approved by the Board of Directors on April 16, 2018