



Commitment to Diversity, Equity, Inclusion, and Accessibility

Dress for Success Cincinnati and Portaluca are agents of change in support of the Dress for Success mission of helping unemployed and underemployed women achieve economic independence. We are driven by the belief that when we strive to empower women, we also positively impact their families and communities. We uphold the idea that financial independence underpins women's freedom and ability to thrive in a world that has traditionally given them fewer opportunities.

As a demonstration of our commitment, at Dress for Success Cincinnati and Portaluca, we do not tolerate any form of discrimination or harassment. We strive to create an environment where every woman has full access to our resources, is seen, heard, respected, and feels safe, especially those who are most vulnerable. We know that wounds can last a lifetime, and as such, we offer professional, personal, and community support.

We embrace the values of diversity, equity, inclusion, and accessibility (DEIA). We understand how pervasive inequities underlie the many constraints women face that challenge their efforts to further their education, connect to appropriate resources, and find stable and fulfilling jobs.

We welcome and serve all women regardless of age, ethnicity, race, nationality, socioeconomic background, religion, sexual orientation, gender identity, differing abilities and/or military status. We strive to meet all women where they are whether unemployed or underemployed; both cisgender and transgender; living without homes, having been incarcerated, having overcome addiction, having been subjected to abuse or trafficking, or cultural bias. We believe all women deserve access to resources, stable employment, a network of support, and sustainable financial independence. We believe every woman deserves the chance to dream and reach her potential because when she does, the impact on her family and the community will be profound.

We are committed to continuing to learn, evolve, and implement policies and programs aligned with our values by recruiting a diverse team and board of directors; educating staff, volunteers, board members, and community partners on DEIA practices; collaborating with like-minded organizations; and continuing to speak up about issues impacting the communities we serve. We renew our commitment to diversity, equity, inclusion, and accessibility every day.