

Diversity, Equity, and Inclusion Statement

The Kentucky Higher Education Assistance Authority and the Kentucky Higher Education Student Loan Corporation are continually dedicated to improving higher education outcomes for Kentucky students and families, empowering our employees, and securing our procurement process regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity, or Veteran status.

We believe in the principles of diversity, equity, and inclusion in improving students' access to higher education through information, counseling and mentoring, and financial aid.

KHEAA and KHESLC are committed to expanding educational opportunities and eliminating barriers that enable every Kentuckian, who so desires, to attain a postsecondary degree or credential.

The core of our public mission is ensuring that Kentucky's investment in higher education financial assistance reaches our college-bound citizens. Our programs, which make a critical difference toward student success, are open to all Kentuckians. We will continue to advocate for more need-based student grants and scholarships to help underserved populations attain a postsecondary education without having to rely so heavily on student loans. Improving educational opportunities for diverse populations and low-income students benefits all Kentuckians

A diverse workforce combines workers from different backgrounds and experiences that together form a more creative, innovative, and productive workforce. Businesses have learned that they can draw upon our nation's diversity to strengthen their bottom line. Businesses that embrace diversity have a more solid footing in the marketplace. In this way, diversity is a key ingredient to growing a strong and inclusive economy that is built to last.

Just like our nation, our workforces are becoming more diverse. We are committed to creating a workforce within KHEAA and KHESLC that values diversity, equity, and inclusion. We are also

committed to ensuring that our workplaces are free from harassment and discrimination. We are further committed to diversity training for all staff to better serve students and families and ensuring all staff have equal access to professional development and promotional opportunities. Additionally, we seek to create an environment in which each employee feels respected, valued, and appreciated for their own identity.

According to the Center for American Progress the census data tell us that by 2050 there will be no racial or ethnic majority in our country. Further, between 2000 and 2050 new immigrants and their children will account for 83 percent of the growth in the working-age population. Our economy will grow and benefit from these changing demographics if businesses commit to meeting the needs of diverse communities as workers and consumers.

The foundation of a strong Kentucky economy, able to weather economic adversity, is the strength of its workforce. We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status.

The same care of valuing diversity, equity, and inclusion is witnessed in KHEAA and KHESLC's procurement policies.

The Local Procurement Code, KRS 45A.345 to 45A.460 governs KHEAA and KHESLC's procurement process. We will continue to conduct our purchasing activities in a fair and ethical manner and strive to balance the objectives of cost, quality, and timely delivery of all products and services, while adhering to applicable laws, policies and procedures, and approved budgetary limits.

KHEAA and KHESLC will ensure that no person shall, on the grounds of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity. Accordingly, it is further the intent of KHEAA and KHESLC to conduct its business in accordance with Title VI of the Civil Rights Act of 1964.