



**We are self-starters,  
hard workers,  
risk takers,  
and do-besters.**

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**HUMANIM**

HUMAN PURPOSE. HUMAN IMPACT.

[WWW.HUMANIM.ORG](http://WWW.HUMANIM.ORG)

# About Humanim

## Mission

Humanim's mission is to support and empower individuals who face social or economic challenges — by building pathways to economic equity, opportunity, and independence.

## Our History

Founded in 1971, Humanim has over four decades of experience supporting and economically empowering individuals. Our organization was founded on the belief that every human being has potential and that work is transformative, with the goal of creating economic equity for individuals with disabilities and socio-economic challenges. Since 1971, Humanim's services have expanded to include 40+ programs in the areas of human services, workforce development, youth services, and social enterprise, throughout Maryland and parts of Delaware. This diverse but connected expansion of services is testament to our strategic risk taking and the dynamic approach we take to achieving our mission. Our growth continues through strategic corporate, public, and private partnerships, as well as through community and business development. With over 500 employees, we continue to deliver employment opportunities and the highest standard of support services to over 4,500 people a year.

## Equity Statement

Humanim values inclusivity as core in our ability to serve our customers, staff, and stakeholders in our community.

We choose to respect, celebrate, honor and embrace the unique attributes, characteristics, cultures, classes, faiths, orientations and races that make people who they are. This engenders excellence in who we are and what we do as an organization. This climate for inclusion and excellence is key to building strong diversified leadership and exceptional customer service. We provide a safe environment to address the critical and complex issues that face Humanim, stakeholders in our community and persons served related to institutional issues creating disparities and impacting equity. We are passionate about our cause, our values system and know that our ability to achieve excellence begins with reflecting internally what we expect in our partnerships, strategies and investments.

## Culture of Inclusion

### **IN·CLU·SION (N-KLZHN) N.**

a strategy to leverage diversity.

Diversity always exists in social systems. Inclusion, on the other hand, must be created. In order to leverage diversity, an environment must be created where people feel supported, listened to and able to do their personal best.

At Humanim, we strive to engender and promote a culture of inclusion for our partners, clients, and staff. To that end, along with senior leadership, Humanim's Inclusiveness Committee is charged with the expressed goal of ensuring Humanim is and continues to be an inclusive and racially equitable organization.

To achieve that goal, Humanim works to:

- ▶ Build awareness and understanding of structural racism as it relates to hiring and programming
- ▶ Create and promote an organizational culture of inclusion through trainings, orientations, events, discussions, and other social and educational opportunities
- ▶ Enact policies and procedures that promote racial equity
- ▶ Investigate and address any current inequities in the organization's structure
- ▶ Work with funders and partners to better understand the effects and impact of structural racism
- ▶ Engage in corporate, institutional, and other community partnerships through a lens of racial equity



## What We Do

### HUMAN SERVICES

We provide support and employment services to individuals with developmental disabilities and behavioral health challenges, including health and wellness services, community integration, residential and family assistance, case management, customized job placement and supported employment.

### WORKFORCE DEVELOPMENT

Our strategic business partnerships, job training programs, and employment services strengthen and grow the workforce by building skills, placing people in good jobs and forging opportunities in exciting industries. We work to provide pathways to employment for those who may face social or economic barriers.

### YOUTH SERVICES

We work with schools, communities, and partners to provide student enrichment and education programs, vocational training and opportunities, as well as mentoring and outreach. We also provide integrated support services to families, including case management, financial coaching, and connecting them to resources.

### SOCIAL ENTERPRISE

Social entrepreneurialism is a cornerstone of our corporate values, and a guiding strategic principal. The Humanim Social Enterprise Division not only creates jobs, but creates economic opportunity for ancillary business development for community members. Humanim currently owns and runs five Baltimore-based social impact businesses in the culinary, construction, reuse and document imaging industries — all of which are committed to our mission of training and hiring individuals with barriers to employment.

## Employee Benefits at Humanim

At Humanim, our employees are passionate about what they do, and we are passionate about serving our employees. From employee recognition and wellness programs, to leadership development opportunities and annual company events, we strive to support our staff's success, health, job satisfaction, and professional development. Open and encouraged for all staff, our Next Level leadership development program offers employees the ability to get involved and influence the direction of the organization, as well as learn new skills to support their career advancement.

Humanim takes pride in offering a comprehensive and competitive benefits package to its employees. Working with our benefit partners, we offer our employees a benefit program that allows choice and flexibility. Some of our benefits include:

- ▶ Comprehensive Medical Insurance
- ▶ Dental and Vision Insurance
- ▶ Basic Life and AD&D Insurance
- ▶ Paid Time Off (PTO)
- ▶ Six paid holidays
- ▶ 403(b) Savings & Investment/Retirement Plans
- ▶ Profit Sharing Plan
- ▶ Health Savings Account
- ▶ Flexible Spending Account
- ▶ Employee Assistance Program
- ▶ Health Advocate Program
- ▶ Credit Union Membership
- ▶ Home and Auto Insurance Discounts
- ▶ Education Assistance Program
- ▶ Talent Scout Referral Program
- ▶ Anniversary Bonuses
- ▶ Health & Wellness Programs
- ▶ Employee Recognition Programs
- ▶ Training, Learning and Professional Development Programs
- ▶ Voluntary Benefits

## Careers at Humanim

If you want to make a positive impact in your community, you belong here. We're always looking for driven employees with human purpose to join our diverse team. Our culture may be fast-paced and entrepreneurial, but our environment is friendly and inspiring. Our benefits are some of the best in the field, but the real perk is the knowledge that you're making a meaningful difference in the lives of people from all walks of life.

Humanim is an Equal Opportunity Employer. Qualified applicants will receive consideration without regard to age, race, color, religion, sex, sexual orientation, disability, or national origin. Pre-employment drug screening required. All applicants must be eligible to work in the United States.

### INTERESTED IN A CAREER AT HUMANIM?

Visit us at [www.humanim.org/careers](http://www.humanim.org/careers)

## Stay Connected



### SOCIAL MEDIA

Follow us on social media!



Facebook: [www.facebook.com/humanim](http://www.facebook.com/humanim)

Twitter: [www.twitter.com/humanim](http://www.twitter.com/humanim)



Instagram: [www.instagram.com/humanim](http://www.instagram.com/humanim)

LinkedIn: [www.linkedin.com/company/humanim](http://www.linkedin.com/company/humanim)



Vimeo: [www.vimeo.com/humanim](http://www.vimeo.com/humanim)



### WEBSITE & BLOG

Visit us online! [www.humanim.org](http://www.humanim.org)

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# HUMANIM

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