

## Diversity, Equity, and Inclusion (DEI) Policy for Non-Profit Organizations

### 1. Purpose

The purpose of this policy is to establish guidelines and commitments for promoting diversity, equity, and inclusion within our non-profit organization. We recognize that diversity, equity, and inclusion are essential for creating a positive and inclusive work environment, fostering innovation and creativity, and achieving our mission.

### 2. Definition

Diversity refers to the range of human differences, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, socioeconomic status, and cultural background. Equity refers to ensuring fair treatment, access, opportunity, and advancement for all individuals, while recognizing and addressing historical and systemic barriers. Inclusion refers to creating an environment where all individuals feel valued, respected, and supported, and where their perspectives and contributions are sought and valued.

### 3. Commitment

We are committed to fostering a diverse, equitable, and inclusive organization. We believe that diversity strengthens our organization and enhances our ability to achieve our mission. We are dedicated to creating an inclusive culture that values and respects the contributions of all individuals, and where everyone has equal opportunities to thrive and succeed.

### 4. Implementation

To fulfill our commitment to diversity, equity, and inclusion, we will:

- a. Promote diversity in our leadership, staff, volunteers, and board of directors, ensuring that our organization reflects the communities we serve.
- b. Foster an inclusive and respectful work environment, free from discrimination, harassment, and bias.
- c. Provide equal opportunities for professional development, advancement, and leadership roles for all individuals.
- d. Implement fair and unbiased recruitment, hiring, and promotion practices, ensuring that all candidates are evaluated based on their qualifications and potential.
- e. Provide training and education on diversity, equity, and inclusion to all staff, volunteers, and board members, promoting awareness and understanding of different perspectives and experiences.
- f. Regularly assess and evaluate our policies, practices, and programs to identify and address any barriers to diversity, equity, and inclusion.
- g. Foster partnerships and collaborations with diverse organizations and communities, promoting inclusivity and diversity in our work.
- h. Encourage open and honest communication, feedback, and dialogue on diversity, equity, and inclusion within our organization.

i. Hold ourselves accountable for progress in achieving our diversity, equity, and inclusion goals, regularly monitoring and reporting on our efforts.

#### 5. Review

This DEI policy will be reviewed periodically to ensure its effectiveness and relevance. Any necessary revisions or updates will be made accordingly.

#### 6. Approval

This policy requires approval from the board of directors or executive committee before implementation. Any changes to the policy must also be approved by the board or executive committee.