

### **Diversity & Inclusivity Policy**

At SAMABHAVANA, we are committed to creating an inclusive and diverse organization that values and respects the unique contributions and perspectives of all individuals. We believe that diversity and inclusivity are essential for achieving our mission and creating a better world.

This Diversity & Inclusivity Policy outlines our commitment to promoting diversity, fostering an inclusive environment, and ensuring equal opportunities for all members of our organization.

### **Definition of Diversity and Inclusivity**

Diversity refers to the range of individual differences, including but not limited to race, ethnicity, gender, age, sexual orientation, disability, socio-economic background, religion, nationality, and educational and professional experiences. Inclusivity means actively embracing and respecting these differences, ensuring that everyone feels valued, supported, and empowered to participate fully.

### **Commitment to Diversity and Inclusivity**

- a. We are dedicated to fostering a diverse and inclusive organization that celebrates and embraces the richness of our differences.
- b. We recognize that diversity enhances creativity, innovation, and problem-solving, leading to more effective solutions to the challenges we address.
- c. We are committed to providing equal opportunities and treating all individuals with fairness, dignity, and respect.
- d. We acknowledge that systemic discrimination and biases exist and commit to challenging and addressing them within our organization.

### **Recruitment and Hiring Practices**

- a. We strive to attract and retain a diverse workforce that reflects the communities we serve.
- b. We will proactively seek candidates from underrepresented groups and ensure our recruitment processes are inclusive and accessible.
- c. We will assess candidates based on their qualifications, skills, and experiences, avoiding any bias or discrimination.

### **Inclusive Workplace Culture**

- a. We will cultivate an inclusive and respectful work environment where every individual feels safe, valued, and heard.
- b. We will promote open and transparent communication, encouraging diverse perspectives and constructive dialogue.
- c. We will provide training and resources to enhance cultural competency, unconscious bias awareness, and inclusive leadership among our staff.
- d. We will establish mechanisms for reporting and addressing discrimination, harassment, or any other form of inappropriate behavior promptly and confidentially.

### **Programs and Services**

- a. We will ensure that our programs and services are accessible and inclusive to all individuals, regardless of their backgrounds or identities.
- b. We will actively seek input from diverse communities and involve them in the design, implementation, and evaluation of our initiatives.
- c. We will monitor and evaluate the impact of our programs to identify and address any disparities or inequities.

### **Partnerships and Collaboration**

- a. We will seek partnerships and collaborations with organizations that share our commitment to diversity and inclusivity.
- b. We will actively engage with diverse stakeholders, including community leaders, marginalized groups, and advocacy organizations, to inform and shape our work.

### **Continuous Improvement**



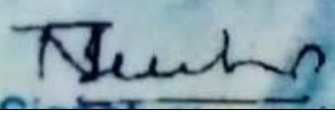
- a. We will regularly assess and review our policies, practices, and initiatives to identify areas for improvement and to ensure alignment with our commitment to diversity and inclusivity.
- b. We will collect and analyze demographic data to measure our progress and address any disparities or underrepresentation.
- c. We will engage in ongoing learning and professional development to enhance our understanding of diversity, inclusivity, and social justice issues.

**Communication and Accountability**

- a. We will communicate our commitment to diversity and inclusivity to all stakeholders, including staff, volunteers, partners, and beneficiaries.
- b. We will hold ourselves accountable by establishing clear goals, monitoring progress, and reporting on our efforts transparently.
- c. We will establish a designated point of contact to address inquiries, concerns, or suggestions related to diversity and inclusivity.

By adopting this Diversity & Inclusivity Policy, we reaffirm our dedication to fostering an environment that promotes diversity, equity, and inclusion.

We invite all our stakeholders and individuals to join us in creating positive change and shaping a more equitable world.

		
PRESIDENT	SECRETARY	TREASURER