

Equality, Diversity, and Inclusion Policy

1. Purpose and Aim

Coempowered is committed to fostering an inclusive, equitable, and diverse environment where every individual feels valued and respected. This policy outlines our commitment to promoting equality, embracing diversity, and ensuring inclusion in all aspects of our operations, including staff, volunteers, and program participants.

Our aim is to eliminate discrimination, promote fairness, and create opportunities for everyone, especially those from marginalized or disadvantaged backgrounds.

2. Scope

This policy applies to:

- All staff, volunteers, and partners working with or on behalf of Coempowered.
- Participants in Coempowered's programs and initiatives.
- All aspects of Coempowered's operations, including recruitment, program delivery, and stakeholder engagement.

3. Key Principles

- 1. Equal Opportunity:**
 - a. Everyone has the right to fair treatment regardless of age, gender, sexual orientation, disability, race, religion, socioeconomic status, or any other protected characteristic.
- 2. Respect for Diversity:**
 - a. Diversity is celebrated as a strength that enhances our programs, enriches our community, and broadens perspectives.
- 3. Inclusion and Accessibility:**
 - a. Our initiatives are designed to be accessible and inclusive, removing barriers to participation and creating a sense of belonging for all.
- 4. Zero Tolerance for Discrimination:**

- a. Discrimination, harassment, or exclusion in any form is not tolerated within Coempowered.

4. Responsibilities

- 1. Leadership Team:**
 - a. Uphold and promote this policy throughout the organization.
 - b. Ensure policies and practices reflect Coempowered's commitment to equality, diversity, and inclusion (EDI).
- 2. Staff and Volunteers:**
 - a. Actively contribute to creating an inclusive and respectful environment.
 - b. Report any incidents of discrimination, harassment, or exclusion.
- 3. Partners and Stakeholders:**
 - a. Align with Coempowered's EDI values in their interactions and contributions.

5. Procedures

5.1 Recruitment and Workforce Diversity

- 1. Inclusive Hiring Practices:**
 - a. Advertise roles widely to reach diverse candidates.
 - b. Use unbiased selection processes to assess candidates based on merit and qualifications.
- 2. Support for Underrepresented Groups:**
 - a. Actively seek to engage individuals from underrepresented or marginalized communities.

5.2 Program Delivery

- 1. Participant Inclusion:**
 - a. Ensure programs are accessible to all, with a particular focus on marginalized groups, such as women, children, LGBTQ individuals, and individuals with disabilities.
 - b. Tailor programs to meet the unique needs of different participants and communities.
- 2. Cultural Sensitivity:**

- a. Incorporate local customs, traditions, and values into program planning and delivery.

5.3 Addressing Discrimination and Harassment

1. Reporting Mechanism:

- a. Provide a safe and confidential process for reporting discrimination or harassment.
- b. Ensure reports are handled promptly and sensitively.

2. Corrective Action:

- a. Take immediate and appropriate action to address and resolve incidents of discrimination.
- b. Provide support to affected individuals.

5.4 Training and Awareness

1. Training for Staff and Volunteers:

- a. Provide regular training on EDI principles, unconscious bias, and cultural competency.

2. Participant Awareness:

- a. Educate program participants about the importance of diversity and inclusion.

6. Monitoring and Evaluation

1. Regular Reviews:

- a. Assess the effectiveness of EDI practices annually.
- b. Use surveys, feedback, and participation data to identify areas for improvement.

2. Transparent Reporting:

- a. Share findings and improvements with stakeholders to demonstrate accountability.

3. Continuous Improvement:

- a. Adapt and update policies and practices in response to evolving needs and feedback.

7. Compliance

This policy aligns with applicable international, national, and local equality laws, including but not limited to:

- The Equality Act 2010 (UK).
- United Nations Universal Declaration of Human Rights.
- Regional and local anti-discrimination regulations.

8. Contact Details

EDI Officer:

Name: [Insert Name]

Contact: [Insert Email/Phone]

9. Review and Updates

This policy will be reviewed annually or in response to significant organizational or legal changes to ensure it remains relevant and effective.