



POLICY TITLE: BOARD EQUITY, DIVERSITY, INCLUSION, AND JUSTICE PRINCIPLES

POLICY SECTION: SECTION 2 – GOVERNANCE PROCESS

POLICY NO: 2.1B

APPROVED BY: BOARD

REGULAR BOARD POLICY REVIEW FREQUENCY: EVERY 2 YEARS

FREQUENCY OF BOARD MONITORING BOARD ACHIEVEMENT: EVERY 2 YEARS

DATE ORIGINALLY APPROVED: OCTOBER 3, 2023

DATE REVIEWED/REVISED:

BOARD CHAIR'S SIGNATURE:

BACKGROUND

The Board is committed to a diverse, inclusive, equitable and just environment where all Board members, contract staff, volunteers, affiliates, and contacts feel respected and valued regardless of gender, age, race, ethnicity, national origin, identity, disability, education, or any other bias. We are committed to being nondiscriminatory and providing equal opportunities for engagement, volunteering, and advancement in all areas of our work.

We recognize, and respect that diverse life experiences lead to rich dialogue and decision-making and strive to encourage diverse views within the Board meant to inform impactful decision-making.

POLICY

1. Our Board's philosophy regarding providing informed leadership for equity, diversity, inclusion, and justice include:
 - 1.1 We will strive to see equity, diversity, inclusion, and justice in connection with our vision, purpose, and Ends for the benefit of those we serve (our beneficiaries).
 - 1.2 We aim to recognize and address structural and other inequities and injustices in our policies, programs, and services.
 - 1.3 We will update and document progress on our diversity, equity, and inclusion practices.
 - 1.4 We promise to investigate underlying assumptions that interfere with our diversity beliefs.
 - 1.5 We commit to identifying systemic inequities that impact our work at the Board level and addressing it according to this policy and in accordance with our purpose.
 - 1.6 We commit to challenging commonly accepted fixed ideas including colonialist ideology about what constitutes strong leadership within our organization.
 - 1.7 We commit to being transparent about diversity in all our interactions.
 - 1.8 We will dedicate time and resources to expanding greater diversity within our Board and leadership positions.
 - 1.9 We commit to leading with respect and tolerance and we encourage all contract staff and volunteers to express this in their work within our organization.