



N Her Footsteps Diversity, Equity, and Inclusion Policy

Purpose

N Her Footsteps is committed to fostering an inclusive environment that values diversity, equity, and inclusion (DEI) in all aspects of our work. This policy outlines our commitment to creating a culture that respects and embraces the diverse backgrounds, experiences, and perspectives of our community, staff, volunteers, and partners.

Scope

This policy applies to all employees, board members, volunteers, and stakeholders associated with N Her Footsteps.

Definitions

- **Diversity:** Encompasses the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.
- **Equity:** Ensuring fair treatment, opportunities, and advancement for all people, while striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion:** Creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

Commitment to Diversity

We are committed to recruiting, retaining, and advancing a diverse workforce that reflects the communities we serve. Our programs, services, and outreach efforts will be designed to be accessible and inclusive for all individuals, regardless of their background.

Commitment to Equity

N Her Footsteps recognizes the need to address and dismantle systemic barriers that have historically marginalized certain groups. We are dedicated to equitable practices in our hiring, programming, and decision-making processes, ensuring that all voices are heard and valued.

Commitment to Inclusion

We strive to create an inclusive environment where everyone feels respected and valued. This includes providing training and resources to our staff, volunteers, and partners to foster inclusive behaviors and

practices. We will also engage with the community to ensure our programs meet the diverse needs of those we serve.

Accountability

N Her Footsteps will regularly review and assess our DEI efforts to ensure we are meeting our goals and making progress toward greater diversity, equity, and inclusion. We will encourage feedback and be transparent about our DEI initiatives.

Implementation

The Executive Director and Board of Directors will be responsible for implementing this policy. All staff and volunteers will receive training on diversity, equity, and inclusion, and will be expected to uphold these principles in their work.

Conclusion

At N Her Footsteps, we believe that embracing diversity, promoting equity, and fostering inclusion strengthens our organization and enhances our ability to serve our community effectively. We are committed to continuous learning and improvement in our DEI efforts.