



Diversity, Equity, and Inclusion Policy For Board, Volunteer, Client, And Program Delivery

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ORGANIZATION WIDE

TABLE OF CONTENTS

1.0 3
 1.1 3
2.0 3
3.0 4
4.0 4
 4.1 4
 4.2 4

1.0 INTRODUCTION

Progressive Animal Welfare Services (PAWS) is committed to a diverse, inclusive, and equitable environment where all board members, volunteers, members, and community partners feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias. We're committed to being nondiscriminatory and providing equal opportunities for employment, volunteering, and advancement in all areas of our work. We respect the value that diverse life experiences bring to our board and leadership, and we strive to listen to their views and give them value. We're committed to modeling diversity, inclusion, and equity and maintaining fair and equal treatment for all.

1.1 DEFINITIONS

Diversity pertains to aspects of an individual as race, gender, age, ethnicity, culture, etc. It refers to the issues that make people different from one another. It's not who people are—it's the perspectives they bring to the table. Inclusion pertains to whether diverse people feel valued in their position and included within the organization and the services it provides. The term equity refers to ensuring that everyone has access to the same opportunities despite any barriers or advantages.

2.0 OUR COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Our board's philosophy on our goals to provide informed leadership for diversity, inclusion, and equity include:

- We will strive to see diversity, inclusion, and equity in connection with our vision and mission for the benefit of those we serve.
- We aim to recognize and address inequities in our policies, programs, and services.
- We will annually assess if our practices and policies are meeting the need of communities regardless of our client's gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.
- We will collaborate with community and indigenous agencies and other stakeholders to understand multiple perspectives on the needs of our community and ways in which our organization and programs can be as equitable and inclusive as possible.
- We commit to advocating against systemic inequities that impact our work at the board level and address it according to this policy and in accordance with our mission.
- We commit to challenging commonly accepted notions about what constitutes strong leadership within our organization.
- We will strive to educate ourselves to ensure a greater diversity within our board and volunteer positions.
- We commit to leading with respect and tolerance and we encourage all employees and volunteers to express this in their work within our organization.

ORGANIZATION WIDE

Diversity, Equity, And Inclusion Policy

- We strive to be mindful and respectful of existing Indigenous relationships and the ongoing need for reconciliation.

3.0 CONTINUING TO PROMOTE DIVERSITY, EQUITY, AND INCLUSION

Progressive Animal Welfare Services (PAWS) agrees to abide by the following action items to promote diversity, inclusion, and equity in our work:

1. We will create new learning opportunities and formal, transparent policies as we strive for cultural competence throughout our organization.
2. We will strive to identify research related to equity so that we can make progress in the area of diversity, inclusion, and equity and we'll share our findings where appropriate.
3. We are aware of the need and will continue to improve the diversity, inclusion, and equity in our board and volunteer positions.
4. We will identify resources for our clients and underrepresented constituents by networking with other organizations that are also committed to efforts for diversity, inclusion, and equity.
5. We will develop internal materials that demonstrate our commitment to diversity, inclusion, and equity as well as for the education and use of our members and members of our broader community.
6. We will develop a system to create awareness and address biases during our recruiting, hiring, and evaluating processes.
7. We will train our personnel to be responsible for orienting, onboarding, and training our volunteers on equitable practices.
8. We will be transparent about the salary range for public job descriptions (if/when need for employment commences)

4.0 DOCUMENT CONTROL INFORMATION

4.1 REVISION HISTORY

Version	Section	Change Description	Revision Date	Author

4.2 OWNERSHIP AND APPROVALS

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