

AHRC Nassau

Policy Name: How We Define DEI		
Section #	Policy #	Approval Required: [X] CEO
Department(s): All Departments		

Purpose for Policy: This policy establishes definitions of key terms related to DEI to foster a shared understanding and clear communication. Utilizing these definitions, the organization will pursue critical cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies, and will generate and aggregate quantitative and qualitative research related to equity and make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts.

Applicability: All Employees and Members of the Board of Directors

Policy/Procedure:	
<u>Person(s)</u>	<u>Responsibility</u>
All Employees and Board members	<p>Employees and Board members will be familiar with and support the following definitions established by the organization:</p> <p>Diversity Recognizing all dimensions of human differences. In the broadest sense, diversity refers to the inclusion of all historically marginalized people regardless of racial and ethnic background, disability, gender and gender identity, sexuality, nationality, religious beliefs, age, and socioeconomic status among others.</p> <p>Equality Guaranteeing identical distribution of resources regardless of the above-mentioned differences. Equality focuses on perceived fairness and is different from equity.</p> <p>Equity Recognizes that all people do not start from the same place and focuses on adjusting imbalances, giving each person what they need to succeed. Imbalances focus on access, opportunity, and support.</p> <p>Inclusion The practice of creating spaces, in and outside an organization, that celebrate and recognize the value of diversity. Of great importance is including people who have historically been excluded at all levels of the organization (representation) and ensuring that everyone can achieve their full potential regardless of difference. Personal identity characteristics are an integral part of our understanding of DEI, including but not limited to:</p> <ul style="list-style-type: none"> Race Gender Disability National origin Ethnicity

	<ul style="list-style-type: none"> • Religion • Sexual orientation • Age • Marital status • Parental status • Socioeconomic status • Veteran status <p>We also are cognizant of the evolving landscape of diversity, equity and inclusion and will continue to evolve and add to this list as needed to maintain an inclusive culture without necessarily modifying this policy.</p>
Families/Guardians	Will review and acknowledge the aforementioned definitions through the Family Handbook acknowledgement when necessary
Vendors/Independent Contractors/Suppliers/Volunteers	Will review and acknowledge the aforementioned definitions through their contract requirements upon agreement.


CEC Approval

9/19/23

Date of Initial Adoption	
Date of Last Review	
Date of Last Revision	
Date of Discontinuation	

Brookville Center for Children's Services

Policy Name: How We Define DEI

Section #

Policy #

Approval Required:
[X] CEO

Department(s): All Departments

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Applicability: All Employees and Members of the Board of Directors

Policy/Procedure:Person(s)Responsibility

All Employees and Board members

Employees and Board members will be familiar with and support the following definitions established by the organization:

Diversity

Recognizing all dimensions of human differences. In the broadest sense, diversity refers to the inclusion of all historically marginalized people regardless of racial and ethnic background, disability, gender and gender identity, sexuality, nationality, religious beliefs, age, and socioeconomic status among others.

Equality

Guaranteeing identical distribution of resources regardless of the above-mentioned differences. Equality focuses on perceived fairness and is different from equity.

Equity

Recognizes that all people do not start from the same place and focuses on adjusting imbalances, giving each person what they need to succeed. Imbalances focus on access, opportunity, and support.

Inclusion

The practice of creating spaces, in and outside an organization, that celebrate and recognize the value of diversity. Of great importance is including people who have historically been excluded at all levels of the organization (representation) and ensuring that everyone can achieve their full potential regardless of difference.

Personal identity characteristics are an integral part of our understanding of DEI, including but not limited to:

- Race
- Gender
- Disability
- National origin
- Ethnicity

	<ul style="list-style-type: none"> • Religion • Sexual orientation • Age • Marital status • Parental status • Socioeconomic status • Veteran status <p>We also are cognizant of the evolving landscape of diversity, equity and inclusion and will continue to evolve and add to this list as needed to maintain an inclusive culture without necessarily modifying this policy.</p>
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Citizens Options Unlimited, Inc.

Policy Name: How We Define DEI		
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