

## **COMMITMENT TO DIVERSITY EQUITY AND INCLUSION**

### **1. Purpose**

EveryYouth is committed to creating an organisation where people flourish. By establishing trust and challenging bias, both conscious and unconscious; we are committed to promoting equity, diversity and transparency in all of our day-to-day actions. EveryYouth endorse inclusive process, practice and culture.

Our employees are our most valuable asset. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and charity's achievement as well.

We embrace and encourage our employees' differences in age, ability, ethnicity, family or marital status, gender identity or expression, language, race, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique.

EveryYouth's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; redundancies; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Recognition of each employee as an individual with unique backgrounds and lived experiences.
- Work/life balance through work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the young people we support to promote a greater understanding and respect for diversity.

### **2. Scope**

This Diversity and Inclusion Commitment applies to all EveryYouth employees and Delivery Partners.

### **3. Commitment**

Our commitment to diversity and inclusion aligns with our core values and is supported at the highest levels in the charity. To provide informed, authentic leadership for cultural equity, EveryYouth strives to:

- Create a workplace culture free from discrimination, harassment, and one that embraces individual differences.
- Attract, retain and develop a diverse range of talented, energetic and committed people.
- See diversity, equity, and inclusion as connected to our mission and critical to ensure the well-being of our staff and the young people we support.
- Acknowledge and dismantle any inequities within our policies, systems, and programs, and continually update and report organisation progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Practice and encourage transparent communication in all interactions.

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- Lead with respect and tolerance. We expect all employees to embrace this notion and to express it in workplace interactions and through everyday practices.

EveryYouth abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organisation by creating substantive learning opportunities and formal, transparent policies.
- Develop increased awareness of bias during the hiring, promoting, performance evaluation, and compensation practices.
- Train our hiring managers on equitable practices.

**4. Employee Responsibilities**

All employees of EveryYouth have a responsibility to treat others with dignity and respect. Employees are expected to exhibit conduct that reflects inclusion during work, at work events and meetings, and at all other participative events.

Employees are also required to attend and complete annual diversity awareness training to help them to fulfil this responsibility.

EveryYouth diversity initiatives are applicable to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; social and recreational programs; redundancies; terminations; and the ongoing development of a work environment built on the premise of diversity equity. All such decisions are made by using objective standards based on the individual's qualifications as they relate to the role.

Any employee found to have exhibited any inappropriate conduct or behaviour against others may be subject to disciplinary action which may include termination of employment.

Employees may ask questions, raise concerns or report instances of potential non-compliance with this Commitment or our Mission, Vision and Values by contacting a manager or an HR representative.

EveryYouth will not tolerate harassment of any kind nor discrimination on the ground of one or more of the protected characteristics detailed in the Equality Act 2010.