

## **\*Preamble:\***

The BSOY Foundation is dedicated to creating a community that embraces and celebrates diversity, equity, and inclusion. We believe that fostering an environment where every individual, regardless of their background, feels valued and empowered, is integral to achieving our mission. This Diversity, Equity & Inclusion (DEI) Policy outlines our commitment to cultivating a culture that respects and appreciates the unique perspectives, experiences, and identities of all those we serve and work with.

## **\*\*1. Commitment to Diversity:\*\***

At BSOY Foundation, we are committed to recognizing, respecting, and celebrating the diverse backgrounds, experiences, and identities of our community members. We actively seek to create an inclusive environment that reflects the richness of human differences and ensures everyone feels a sense of belonging.

## **\*\*2. Equity and Fairness:\*\***

We are dedicated to promoting equity by addressing systemic barriers and providing fair access to opportunities, resources, and programs. We strive to identify and eliminate biases, ensuring that our initiatives and services are accessible to all individuals, irrespective of their socio-economic status, race, ethnicity, gender, sexual orientation, age, ability, or other characteristics.

## **\*\*3. Inclusive Leadership:\*\***

BSOY Foundation is committed to fostering inclusive leadership at all levels of the organization. We believe that diverse voices and perspectives contribute to better decision-making and innovation. Our leadership actively promotes an inclusive culture and is accountable for upholding DEI principles within the organization.

## **\*\*4. Accessibility:\*\***

We are committed to making our programs, services, and facilities accessible to all individuals, including those with disabilities. We strive to provide reasonable accommodations and continually assess and address barriers to accessibility.

## **\*\*5. Training and Education:\*\***

BSOY Foundation invests in ongoing training and education for staff, volunteers, and partners to foster a deep understanding of diversity, equity, and inclusion. We encourage continuous learning, self-reflection, and open dialogue to enhance cultural competence and awareness.



# DIVERSITY, EQUITY & INCLUSION POLICY

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## **\*\*6. Non-Discrimination:\*\***

BSOY Foundation prohibits discrimination in all its programs, activities, and operations. We uphold a zero-tolerance policy for discrimination based on race, color, national origin, gender, gender identity or expression, sexual orientation, disability, age, or any other protected characteristic.

## **\*\*7. Reporting Mechanism:\*\***

We provide a confidential reporting mechanism for individuals to bring forth concerns related to diversity, equity, and inclusion. All reports will be thoroughly investigated, and appropriate action will be taken to address and rectify any identified issues.

## **\*\*8. Continuous Improvement:\*\***

BSOY Foundation is committed to regularly reviewing and updating our DEI policies and practices to adapt to evolving societal norms and best practices. We actively seek feedback from our community to ensure our efforts align with their needs and expectations.

This Diversity, Equity & Inclusion Policy reflects our steadfast dedication to creating an inclusive and equitable community where all individuals can thrive, contribute, and achieve their full potential. Through our collective commitment to diversity, equity, and inclusion, we aim to create positive and lasting change within our organization and the communities we serve.

Sincerely,

A handwritten signature in black ink that reads "Brilann Coleman".