



Klahanie School

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Diversity, Equity, and Inclusion Policy

Introduction

1.1 Purpose

The Diversity, Equity, and Inclusion (DEI) Policy of Klahanie School establishes the organization's commitment to promoting inclusion, equity, diversity, and in all aspects of its operations. This policy aims to create an environment where every individual, regardless of their race, ethnicity, gender, age, sexual orientation, disability, socioeconomic status, or any other characteristic, feels valued, respected, included, and witnessed. Klahanie School recognizes that fostering an inclusive, diverse, and equitable culture enhances organizational performance, strengthens community connections, and enables the organization to better serve its mission.

Policy Statement

2.1 Commitment to Diversity, Equity, and Inclusion

2.1.1 Klahanie School is committed to fostering a culture of diversity, equity, and inclusion that respects and values the unique perspectives, experiences, and contributions of all individuals.

2.1.2 The organization will actively promote diversity by seeking to include individuals from various racial, ethnic, cultural, and socioeconomic backgrounds in all areas of its operations, including its staff, board of directors, volunteers, and program participants.

2.1.3 Klahanie School is dedicated to creating an equitable and inclusive environment where all individuals have equal opportunities to thrive, contribute, and grow, regardless of their background or personal characteristics.

2.2 Recruitment and Hiring

2.2.1 Klahanie School will proactively promote diversity and inclusion in its recruitment and hiring practices, ensuring that candidates from diverse backgrounds are considered for employment opportunities.

2.2.2 The organization will implement strategies to attract a diverse pool of applicants, such as utilizing inclusive job descriptions, advertising positions in diverse communities, and actively seeking candidates from underrepresented groups.

2.2.3 Hiring decisions will be based on merit, skills, qualifications, and cultural fit, without discrimination or bias.

2.3 Retention and Development

2.3.1 Klahanie School is committed to providing an inclusive and supportive work environment that values and nurtures the talents and potential of all employees.

2.3.2 The organization will provide equal opportunities for career growth, professional development, and advancement for all staff members, ensuring that barriers to progression are identified and addressed.

2.3.3 Programs, initiatives, and resources will be implemented to promote ongoing learning, mentorship, and coaching to enhance the skills and competencies of employees from diverse backgrounds.

2.4 Program Development and Implementation

2.4.1 Klahanie School is dedicated to designing and implementing programs and services that are inclusive and responsive to the needs of diverse populations and maintaining up-to-date training and certifications in fighting racism, genderisms, disabilities discrimination.

2.4.2 The organization will engage with the communities it serves, actively seeking input and feedback to ensure programs are culturally relevant, accessible, and address systemic barriers that marginalized communities may face.

2.4.3 A commitment to diversity, equity, and inclusion will be integrated into program planning, implementation, evaluation, and continuous improvement processes.

2.5 Organizational Culture

2.5.1 Klahanie School will foster a culture of inclusion, respect, and belonging, where all individuals are treated with dignity, kindness, openness and fairness.

2.5.2 The organization will promote open and transparent communication, encouraging dialogue, active listening, and the expression of diverse perspectives.

2.5.3 Policies and practices will be established to prevent and address discrimination, harassment, and microaggressions, creating a safe and supportive environment for all individuals associated with Klahanie School.

2.6 Partnerships and Engagement

2.6.1 Klahanie School will actively seek partnerships with organizations that share its commitment to diversity, equity, and inclusion, collaborating to advance collective goals and foster systemic change.

2.6.2 The organization will engage diverse stakeholders, including community members, beneficiaries, donors, and volunteers, in decision-making processes, seeking their input and valuing their expertise.

2.6.3 Collaboration with diverse communities and organizations will be prioritized to ensure inclusive representation, mutual learning, and the amplification of marginalized voices.

3.1 Policy Compliance

3.1.1 All individuals associated with Klahanie School, including staff, board members, volunteers, and program participants, are expected to comply with this Diversity, Equity, and Inclusion Policy.

3.1.2 Compliance with this policy demonstrates a commitment to fostering an inclusive and equitable environment and contributes to the overall success of Klahanie School's mission.

3.2 Policy Review

3.2.1 The Diversity, Equity, and Inclusion Policy will be reviewed periodically, at least annually, to ensure its ongoing relevance, effectiveness, and alignment with best practices in diversity, equity, and inclusion.

3.2.2 The review process will involve input from staff, board members, external stakeholders, and experts in diversity, equity, and inclusion to incorporate emerging trends, address changing needs, and respond to evolving social and cultural contexts.

3.3 Policy Communication

3.3.1 The Diversity, Equity, and Inclusion Policy will be communicated to all individuals associated with Klahanie School through policy handbooks, staff orientations, board meetings, and other appropriate channels.

3.3.2 The organization will provide ongoing training, resources, and educational opportunities to ensure a shared understanding and commitment to diversity, equity, and inclusion. ¹

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