

YOURS DIVERSITY, EQUITY, AND INCLUSION POLICY

Adopted by the YOURS Supervisory Board on 13/08/2024

Introduction

We at YOURS are committed to fostering a workplace where diversity is celebrated, inclusion is the norm, and equity is non-negotiable. Our Diversity, Equity, and Inclusion Policy (DEIP) reflects our dedication to creating an environment that respects and values individual differences. We are committed to social integration through which minority identity groups (social, racial, and economic) achieve equity and representation through organisational structures.

Purpose

The purpose of this policy is to outline our approach to creating a diverse, inclusive, and equitable workplace, that fosters diversity and social integration. It serves as a guide for our actions and decisions to ensure that all team members feel valued and empowered, and at the same time, they design and implement projects and actions guided by these values.

Scope

This policy applies to all consultants, contractors, volunteers, and partners of YOURS.

Policy Statement

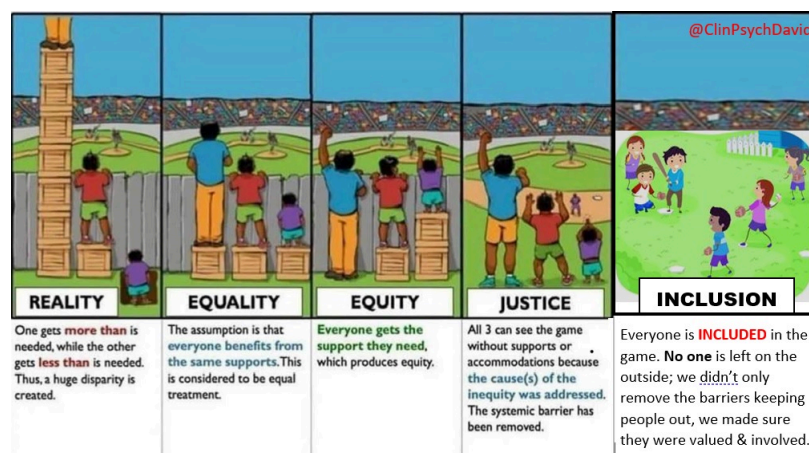
YOURS embraces diversity, inclusion and equity in all its forms and seeks to include a wide range of experiences and perspectives. We are committed to ensuring equity in opportunities, resources, and support for all members of our organisation and its constituencies.

Principles

- **Diversity:** We recognise and value the variety of characteristics that make individuals unique. It is the practice or quality of including or involving people from a range of different social and ethnic backgrounds, genders, sexual orientations, religions, cultures, etc. In a broader sense, diversity is about embracing the rich mix of human qualities, experiences, and perspectives that contribute to our shared humanity and the vibrancy of communities and organisations.
- **Inclusion:** We create an environment where everyone feels welcome and their contributions are valued. It is the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalised, such as those with physical or intellectual disabilities and members of other minority groups. Inclusion is about creating environments where individuals or groups can feel welcomed, respected, socially integrated, supported, and valued to participate fully.
- **Equity:** We provide equal access to opportunities and resources for all, recognising that some may require different support to achieve similar outcomes. In its broadest sense, equity refers to fairness and justice in how people are treated. It is about

ensuring everyone has access to the same opportunities and, when necessary, providing additional support to those who need it to achieve similar outcomes.

- **Social Integration:** The goal of social integration is to create “a more stable, safe and just society for all”, in which every individual, each with rights and responsibilities, has an active role to play. Such an inclusive society must be based on the principles of embracing – not coercing or forcing – diversity and using participatory processes that involve all stakeholders in the decision-making that affects their lives.¹



Credit: Interaction Institute for Social Change, with the fifth box added by activist David Murphy

1. YOURS organisational commitments:

- 1.1. We aim to ensure that all team members, volunteers and job applicants are given equal opportunity and that our organisation represents the society with its diversity.
- 1.2. Each team member and volunteer will be respected and valued, creating an environment encouraging them to give their best.
- 1.3. We will treat YOURS team members fairly and equally, without providing unfavourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity or paternity, economic status, race, ethnic origin, colour, nationality, national origin, religion or belief, or gender and sexual orientation.
- 1.4. We strongly oppose all forms of discrimination. All team members, volunteers, and board members, whether they work part-time, full-time, or temporarily, will be treated fairly and with respect.
- 1.5. When YOURS selects candidates for consultancies, promotion, training, or any other benefit, it will be based on their aptitude and ability.
- 1.6. We commit to proactively building habits that support an inclusive environment and share resources/tips within our team to strengthen these habits.
- 1.7. *We adopt the spirit of "calling In":* We speak up when a space is inequitable or non-inclusive. We "call out with love" by discussing the matter privately, explaining why a behaviour may affect others, and explaining how to adjust behaviour toward inclusivity. Calling in assumes the best in someone and

¹ UN Division for Social Policy and Development, "[Creating an Inclusive Society: Practical Strategies to Promote Social Integration](#)," 2007.

approaches uncomfortable topics with compassion, context, and respectful conversation.²

- 1.8. We commit to “call in” team members and youth in our community when we observe non-inclusive behaviour.
 - 1.8.1. To respectfully share observations and solutions in a constructive manner
 - 1.8.2. To align with the YOURS Mediation Process and include mediators as needed
- 1.9. To create an environment where individual differences and contributions of all team members are equally recognised and valued. In that way, we can ensure **no one is left behind**. To make training, development, and progression opportunities available to all team members.
- 1.10. To create a healthy working environment that promotes dignity and respect for all team members and volunteers.
- 1.11. To condemn any form of intimidation, bullying, or harassment and to discipline those that breach this policy.
- 1.12. To promote work-life balance through flexible work schedules to accommodate volunteers and team members’s varying needs.
- 1.13. To ensure enhanced representation and voice for youth in decision-making in local/regional/global institutions to deliver more effective, credible, accountable and legitimate decisions.
- 1.14. YOURS commits to identifying and eliminating barriers that prevent the full participation of some groups in our community, ensuring that each individual has the necessary support to thrive.
- 1.15. YOURS will not partner with organisations that have discriminatory laws, policies, and practices. Instead, we are interested in partnering with those who promote appropriate legislation, policies, and action in this regard.
- 1.16. To create safe spaces for team members and volunteers, and encourage anyone who feels they have been subjected to any kind of discrimination to raise their concern and contact the Executive Director or a Supervisory Board representative.
- 1.17. To annually review all our employment practices and procedures so that fairness is always maintained.
- 1.18. To ensure the YOURS leadership team remains current on best practices and trends in diversity, inclusion and equity (DEI) and regularly share new learnings with team members with updates. Best practices will be revisited and shared with the team regularly.

2. YOURS Constituencies - How we spread diversity, inclusion and equity

- 2.1. We are obligated to “call in” team members and youth in our community who interfere with inclusive principles and report extreme cases, where necessary, to the appropriate team leader.
- 2.2. All team members, volunteers, and board members will be encouraged and supported in their efforts to develop their potential and utilise their unique talents and abilities.
- 2.3. All team members, volunteers, and board members shall design YOURS events, programs, and services with diversity, inclusion and equity principles and proactive ground rule-setting to clarify expectations for everyone involved.

² TEDx Talk: [“Don’t call people out – Call them in”](#) by Loretta J. Ross.
Harvard College, Office of Diversity, Inclusion and Belonging. [“Calling In and Calling Out Guide”](#)
The New York Times, [“What if Instead of Calling People Out, We Called Them In?”](#) November 2020.

- 2.4. All volunteers, team members, and board members are expected to exhibit good conduct reflecting inclusion during work—both for mandatory functions in and outside the work site. This includes other participative events where the group may join.
- 2.5. The policy will also be presented to funding agencies, stakeholders, learners, and job applicants.

Focal Points

- 1.1. If a team member, young leaders or/and constituency becomes aware of any concerns or suspicions regarding diversity, inclusion and equity within YOURS programming, they must report their concerns immediately or as soon as practically possible to the designated DEI lead within YOURS:

- **Molly Stoneman - molly@youthforroadsafety.org**

If the concerns or suspicions involved the above-named person, please contact the YOURS Supervisory Board by email at sb@youthforroadsafety.org

Conclusion

At YOURS, we believe that our strength lies in our differences. Through this policy, we pledge to continue our journey towards a more diverse, inclusive, and equitable future.