

CEFRESA STATEMENT ON DIVERSITY, EQUITY AND INCLUSION (DEI)

CEFRESA recognizes that its effectiveness will be enhanced, and its mission will be well served when the practice of inclusion, diversity, and equity are reflected in all aspects of the organization.

Vision and Commitment

Vision emphasizes a world where individuals thrive irrespective of background, identity, or circumstances.

The organization commits to embedding **DEI** within its culture, practices, policies, programs, and partnerships.

Definitions of Core Concepts

1. **Diversity** is defined broadly, covering demographic, cultural, and identity-based differences.
2. **Inclusion** is highlighted as the full engagement of individuals, countering historical exclusions and ensuring participation in core-creating, planning, and decision-making.
3. **Equity** focuses on fairness and justice in resource distribution and institutional processes, with an emphasis on addressing the root causes of inequalities.

Guiding Principles -Respect for diversity, equity in action, and inclusive practices are the foundation for organizational decisions and community interactions.

Mission Alignment- The mission is rooted in inclusivity by promoting sustainable livelihoods, amplifying the voices of the masses in governance, fostering cohesive societies through peacebuilding initiatives, and unlocking opportunities for health and well-being through policy advocacy and community-centered programs.

Operationalization of DEI

- **Board Membership:** Ensures a diverse and inclusive board that brings varied perspectives, experience, and expertise from different backgrounds to decision-making processes.
- **Programming:** Safeguards cultural responsiveness and inclusivity by integrating diverse perspectives into program design.
- **Policies and Procedures:** Embeds inclusiveness as part of the strategic plan and strategies
- **Employment Practices:** Reflects the diversity of communities and fosters respect and inclusion in the workplace.
- **Donor Engagement:** Shares and encourages commitment to **DEI** among donors.

Impact Aspirations

CEFRESA seeks to set an example within the non-profit sector by demonstrating the best practices in Diversity, Equity, and Inclusion.