

# Diversity, Equity and Inclusion (DEI) policy in Redd Barna

## About

This policy is to ensure that Redd Barna is an inclusive and diverse organisation, in which all people feel safe and can fully be themselves. Redd Barna believes an inclusive organisation is an effective and sustainable organisation.

## Definition

Redd Barna defines diversity as the composition of differences. Differences include diversity in and between people which includes, but is not limited to, age, gender, degree of function, ethnicity, religion, beliefs, political or other opinion, cultural background, language, class, gender identity, sexual orientation, and differences in education, experience, competence, interests and family situation.

## Scope

This policy applies to everyone in Redd Barna, including leaders, employees, temporary staff, members and volunteers. The policy complements Redd Barnas Code of Conduct. There are no situations in which unlawful discrimination and harassment are accepted in Redd Barna. Redd Barna is committed to continuously track DEI development within the organisation.

## Commitments

### 1. Inclusive culture

Redd Barna aims to be a welcoming place to work for current and future employees. It is therefore the shared responsibility of all employees regardless of role or geography, to foster an inclusive culture where everyone feels valued, free and empowered to speak up without fear of retaliation. In Redd Barna all employees should be treated with respect and dignity and be able to work in an environment free from fear, intimidation, intolerance and prejudicial biases. It is the responsibility of all employees to treat each other with respect and act according to the fundamental rights of the individual. Redd Barna does not tolerate any form of discrimination.

### 2. Equal treatment & unconscious bias

We strive to make decisions based on unbiased considerations. This is particularly relevant in HR processes such as recruitment, promotions, development, compensation, facilitating needs, the opportunity to combine work & social/family life and layoffs. However, Redd Barna recognises that we all hold implicit or unconscious biases. We aim to raise awareness of these biases and challenge them amongst each other. Through this, in leadership decisions and the design of processes, we aim for equal treatment.

### 3. **Diverse workforce**

Redd Barna aims to be an organisation that attracts, develops and promotes a diverse range of talent. At every level of our organisation we seek to represent the communities we serve, across the range of categories in our definition of diversity. Diversity is emphasized throughout the recruitment and selection process to ensure balanced teams while still hiring the best suited candidates. Best-suited candidates are considered as individuals possessing the right set of competencies for the vacant position, the right attitude and behaviours, and commitment to contribute to the Redd Barna's work.

#### **Accessibility**

To ensure that as many people as possible have access to and can use this policy, the document has been designed as follows:

1. Clear fonts, clear contrasts and colours are used
2. Alternative text is added for all illustrations and shapes
3. The document is compatible with screen reader