



## **Ta'awun Charity Organization Diversity, Equity, and Inclusion (DEI) Policy**

Ta'awun Charity Organization is committed to fostering an environment of Diversity, Equity, and Inclusion (DEI) both within our organization and the communities we serve. We recognize that true, sustainable change comes when individuals are empowered regardless of their background, identity, or circumstances. This DEI policy ensures all people are treated with fairness, dignity, and respect while receiving our services. Ta'awun is dedicated to:

- **Promoting Diversity:** Embracing individuals from all backgrounds—regardless of race, ethnicity, gender, religion, age, sexual orientation, disability, or socioeconomic status—ensuring they have equal access to opportunities and resources.
- **Fostering Equity:** Providing fair access to services, prioritizing those facing systemic disadvantages, and ensuring each individual receives the support they need to thrive.
- **Encouraging Inclusion:** Creating an environment where all people feel valued and empowered to fully participate in decision-making and community development.

### **Objectives**

- **Equal Opportunities:** Ensure all individuals have access to our programs and services, such as vocational training, microloans, food distribution, and community development, regardless of background.
- **Eliminate Discrimination:** Identify and eliminate any form of discrimination or bias within our organization and programs.
- **Inclusive Culture:** Build a culture that welcomes diverse perspectives, encourages innovation, and fosters empathy.



- **Empower Marginalized Communities:** Focus efforts on uplifting vulnerable groups, including women, street children, people with disabilities, and slum residents, by providing equitable access to resources and opportunities.

## **Key Areas of Action**

- **Diverse Representation:** We strive for diverse representation within our workforce and leadership to reflect the communities we serve.
- **Inclusive Practices:** Develop inclusive programs that cater to different groups, including women, youth, and marginalized populations. Ensure that training materials and services are accessible to all.
- **Equitable Resource Allocation:** Prioritize vulnerable populations for food distribution, vocational training, and microloans, ensuring resources are distributed fairly.
- **Cultural Competency:** Offer training to staff on cultural sensitivity, anti-bias education, and DEI principles to improve service delivery.

## **Accountability and Feedback**

We will regularly assess and evaluate our DEI efforts through feedback from staff, beneficiaries, and community partners. We will ensure transparency and make necessary adjustments to improve our services and impact.

## **Zero Tolerance for Discrimination**

Ta'awun upholds a strict no-tolerance policy for any form of discrimination or harassment. Any incidents will be addressed swiftly to maintain a safe and respectful environment for all.



At Ta'awun, we are committed to building an inclusive and equitable environment that empowers individuals and communities. Our DEI policy is foundational to our mission of eradicating poverty and fostering self-sufficiency through education, resources, and solidarity.