

## **EQUITY, DIVERSITY, AND INCLUSION (EDI) POLICY**

### **1. Purpose:**

Madison Community Services is committed to fostering an inclusive, diverse, and equitable environment for all employees, clients, and stakeholders. This Equity, Diversity, and Inclusion (EDI) Policy outlines our commitment to eliminating barriers, addressing systemic discrimination, and ensuring that all individuals are valued and respected regardless of race, ethnicity, gender, sexual orientation, disability, socioeconomic status, or any other characteristic.

### **2. Scope:**

This policy applies to all employees, volunteers, board members, clients, and partners of Madison Community Services. It governs all aspects of the organization's operations, including hiring, service delivery, leadership, and community engagement.

### **3. Commitments:**

#### **a. Equity**

- Identify and address systemic barriers within policies, procedures, and practices to ensure equitable outcomes.
- Promote fairness in resource distribution, decision-making, and access to opportunities.
- Provide accommodations and support to individuals who face systemic disadvantages or discrimination.

#### **b. Diversity**

- Celebrate and embrace differences in race, ethnicity, gender, age, ability, religion, and cultural background.
- Ensure diverse representation at all levels of the organization, including leadership and decision-making bodies.
- Encourage diverse hiring practices and outreach to underrepresented groups.

#### **c. Inclusion**

- Foster a culture of belonging where all individuals feel respected and valued.
- Ensure all voices are heard, particularly those from marginalized communities.
- Provide training and education to promote inclusive behaviors and challenge biases.

### **4. Implementation Strategies:**

- Senior Management will oversee and guide the implementation of this policy.
- Provide ongoing training on anti-oppression, unconscious bias, and inclusive leadership.
- Conduct regular assessments and audits to measure progress and identify areas for improvement.
- Develop and maintain clear procedures for addressing discrimination, harassment, and complaints.
- Partner with organizations and stakeholders that align with our commitment to EDI.

#### **5. Accountability & Reporting:**

- All employees, volunteers, and stakeholders are responsible for upholding the principles of this policy.
- Leadership is accountable for implementing EDI initiatives and integrating them into organizational strategies.
- An annual EDI report will be published to track progress, challenges, and future action items.

#### **6. Review & Continuous Improvement:**

This policy will be reviewed annually to ensure its effectiveness and relevance. Updates will be made based on feedback, emerging best practices, and the evolving needs of our community.

#### **7. Conclusion:**

Madison Community Services reaffirms its commitment to equity, diversity, and inclusion. Through intentional actions and continuous learning, we aim to create a more just, respectful, and inclusive organization that serves and empowers all individuals equitably.