



Diversity, Equity, and Inclusion Policy

Introduction

Tabibu Africa, Inc is committed to fostering an environment where diversity, equity, and inclusion are integral to our mission and organizational values. We recognize that embracing diverse perspectives, identities, and experiences enhances our ability to serve our community effectively.

Purpose

The purpose of this Diversity, Equity, and Inclusion Policy is to formalize our commitment to creating an inclusive and equitable organization where every individual feels valued, respected, and empowered to contribute.

Scope

This policy applies to all members of the Tabibu Africa, Inc community, including employees, board members, volunteers, contractors, and partners.

Definitions

- **Diversity:** The presence of differences within a given setting, including but not limited to race, ethnicity, gender, age, sexual orientation, religion, disability, and socioeconomic status.
- **Equity:** The fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers that have prevented the full participation of marginalized groups.
- **Inclusion:** The act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued.

Guiding Principles

1. **Respect and Dignity:** Treat every individual with respect, honoring their unique perspectives and contributions.
2. **Equal Opportunity:** Ensure fair access to opportunities for employment, advancement, and participation in organizational activities.
3. **Cultural Competency:** Foster an understanding of diverse cultures and perspectives through training and education.
4. **Accountability:** Hold ourselves accountable for advancing DEI through measurable goals and regular assessments.

Commitments

1. **Recruitment and Hiring:**
 - Actively seek diverse candidates for employment, board membership, and volunteer positions.
 - Use equitable hiring practices to mitigate biases and ensure fair evaluation processes.
2. **Organizational Culture:**
 - Promote a culture of inclusion and belonging through open communication, collaboration, and support for all team members.
 - Address and resolve incidents of discrimination, harassment, or bias promptly and effectively.
3. **Programs and Services:**
 - Design and deliver programs and services that are accessible and equitable to all communities we serve.
 - Engage stakeholders to understand and address diverse needs and perspectives.
4. **Training and Development:**
 - Provide regular training on diversity, equity, and inclusion topics for staff, board members, and volunteers.
 - Encourage personal and professional growth by supporting DEI-related learning opportunities.
5. **Community Engagement:**
 - Build partnerships with diverse organizations and community groups.
 - Involve underrepresented voices in decision-making processes to ensure inclusive outcomes.
6. **Evaluation and Reporting:**
 - Regularly assess and report on DEI progress, identifying areas for improvement.
 - Use data to inform decisions and refine strategies to enhance DEI efforts.

Accountability

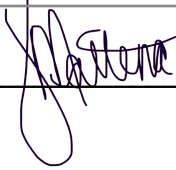
Tabibu Africa, Inc's leadership is responsible for ensuring the implementation of this policy and fostering an inclusive organizational culture. Employees, board members, and volunteers are expected to uphold the principles outlined in this policy.

Reporting and Addressing Concerns

Any individual who experiences or witnesses actions inconsistent with this policy is encouraged to report the incident through the established reporting channels. Reports will be handled with confidentiality and addressed in a timely manner.

Review and Updates

This policy will be reviewed annually and updated as necessary to reflect our ongoing commitment to diversity, equity, and inclusion.

Approved by:  Date: 1/31/2025