



Diversity, Equity and Inclusion (DE&I) Policy

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We, Connecting Neurodiverse Families, are committed to promoting and embracing diversity, equity and inclusion (DE&I) in all aspects of our work, including the support we provide to parents and carers of neurodiverse children. We believe that every individual, regardless of their race, ethnicity, gender identity, sexual orientation, religion, disability or any other characteristic, should be treated with dignity and respect.

Our commitment to diversity, equity and inclusion is reflected in the following principles:

1. **Diversity:** We recognise that everyone is unique and that diversity is a strength that enriches our society. We will actively seek to promote diversity by welcoming and embracing individuals from all backgrounds and communities.
2. **Equity:** We are committed to ensuring that everyone has access to the support and resources they need to thrive. We will strive to eliminate barriers and address inequalities so that everyone has an equal opportunity to succeed.
3. **Inclusion:** We believe that everyone should feel valued, respected and included. We will foster an inclusive environment where all voices are heard and everyone feels welcome to participate.

To achieve our commitment to diversity, equity and inclusion, we will:

1. **Ensure that our services are accessible to all.** We will provide information and resources in a range of formats and languages to meet the needs of diverse communities.
2. **Recruit and retain a diverse committee representing the communities we serve.** We will actively seek to recruit and retain individuals from underrepresented groups.
3. **Foster a culture of respect and inclusion.** We will provide support to ensure that all committee members, volunteers and partners understand and embrace diversity, equity and inclusion. We will call it out if our culture of respect and inclusion is compromised and resolve the issue(s) swiftly and fairly.
4. **Continuously review and improve our policies and practices.** We will regularly review and improve our policies and practices to ensure that they promote diversity, equity and inclusion.
5. **Monitor and evaluate our progress.** We will monitor and evaluate our progress towards achieving our diversity, equity and inclusion goals and report on our progress to stakeholders.

We recognise that promoting diversity, equity and inclusion is an ongoing journey, and we are committed to continuously learning, growing and improving our approach.

We invite feedback and suggestions from our stakeholders on how we can further promote diversity, equity and inclusion in our work.