

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

Real Life Research Institute is committed to promoting equity, diversity, and inclusion in all its programs and safeguarding procedures.

We recognize and celebrate the fact that individuals come from diverse backgrounds, experiences, beliefs, and abilities. Hence, we consider equity to extend beyond treating people in the same way to applying special measures that allow for equal opportunities and accommodation of differences.

We strive to create a safe and inclusive environment within our organization. An environment in which positive relationships are promoted among all individuals involved with Real Life Research Institute programs.

We understand that staff, volunteers, and partners are instrumental in ensuring the safety and well-being of children and program participants.

We are therefore committed to providing staff, volunteers, and partners with the necessary tools, knowledge, attitudes, and skills to respond to Safeguarding concerns in ways that are equitable, diverse, and inclusive.

REAL LIFE

### Roles and Responsibilities

All Real Life Research Institute employees and related personnel, including Board members, share the responsibility to integrate EDI in how we work, who we work with, and what work we do.

#### **The Board of Directors shall:**

- Provide leadership and oversight of EDI
- Incorporate EDI in its composition
- Ensure decision-making reflects Real Life Research Institute's commitment to EDI

- Include EDI in developing and updating Board-approved policies

**Senior managers shall:**

- Articulate clear strategies to advance EDI, as well as provide direction and ensure required resources are available
- Examine Real Life Research Institute systems, policies, and practices so that they do not cause harm or reinforce bias, but rather create access, opportunities, and equitable outcomes.
- Measure progress on the implementation of EDI in programs and initiatives and report these to the Board, staff, and the public as necessary.
- Promote a culture of respect, equity, inclusivity, and belonging at all organizational levels.
- Provide continuous learning opportunities for the Board and staff to deepen their awareness, understanding, and skills in EDI.
- Create safe spaces for conversations on EDI and integrate an intersectional perspective in Real Life Research Institute's work.

**All employees and related personnel must:**

- Create an environment that embraces equity, diversity, and inclusiveness
- Acknowledge and address biases, underlying beliefs, values, assumptions, and stereotypes that could negatively impact their work and interactions with others.
- Learn about and incorporate best practices in equality, diversity, and inclusion in their work and relationships.
- Embrace positive, informed, and inclusive attitudes towards colleagues and participants.
- Ensure that decision-making is informed by members of society who face exclusion because of societal and systemic barriers.