

Diversity and Inclusion Policy
Board Approved May 2022

It is an understanding that all individuals are unique and have varying experiences. These differences can include skillsets, cognitive and sensory processes, age, race, ethnicity, culture, physical limitations, socio-economic background, religion, sexual and gender orientation or expression, geographic location, mental health, political or ideological beliefs, or other characteristics historically linked to discrimination, oppression, marginalization, or exclusion.

Wanda Joyce Robinson Foundation is committed to:

- An environment free from discrimination, harassment, bullying, victimization, and defamation of our board of directors, advisory council, children, youth, and families we serve
- Treating everyone fairly and with respect
- A culture that is inclusive and embraces individual differences
- Equal employment opportunities (when funding is secured for staff)
- Equitable frameworks, policies, processes, trainings, and practices that decreases and ultimately eradicates individual and structural forms of discrimination, oppression, marginalization, and exclusion