

# **Connect 4 Life**

## **Inclusion, Diversity, Equity, and Accessibility (IDEA) Policy**

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Connect 4 Life is committed to fostering an inclusive and accessible environment that values diversity and upholds principles of equity. We recognize the importance of embracing diverse perspectives, experiences, and backgrounds to better fulfill our mission. This policy outlines our commitment to inclusion, diversity, equity, and accessibility (IDEA).

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### **1. Scope**

This policy applies to all aspects of Connect 4 Life's operations, including staff, volunteers, board members, beneficiaries, and stakeholders.

### **2. Inclusion**

We are dedicated to creating a culture that welcomes and respects individuals of all backgrounds. Discrimination, harassment, or exclusion based on race, ethnicity, gender, sexual orientation, disability, age, religion, or any other characteristic is strictly prohibited.

### **3. Diversity**

Connect 4 Life values and seeks diversity in its workforce, volunteers, and leadership. We are committed to actively promoting and celebrating diversity in all its forms.

### **4. Equity**

We strive to eliminate systemic barriers and promote fair and equal opportunities for all individuals associated with Connect 4 Life. This includes fair treatment in recruitment, professional development, and advancement opportunities.

### **5. Accessibility**

Connect 4 Life provides accessible services and facilities to individuals with disabilities. We will work to identify and remove barriers, ensuring that our programs and events are inclusive to all.

## **6. Training and Education**

Regular training sessions will be conducted to educate staff, volunteers, and board members on inclusion, diversity, equity, and accessibility principles. This includes promoting cultural competency and sensitivity.

## **7. Representation**

Connect 4 Life recognizes the importance of diverse representation at all levels of the organization. Efforts will be made to ensure that decision-making bodies reflect the diversity of the communities we serve.

## **8. Community Engagement**

We will actively engage with the communities we serve to better understand their unique needs and perspectives. Feedback from diverse voices will be considered in decision-making processes.

## **9. Reporting and Addressing Concerns**

Connect 4 Life is committed to providing a safe and supportive environment for reporting concerns related to inclusion, diversity, equity, and accessibility. A designated contact person will be available to address and investigate such concerns.

## **10. Continuous Improvement**

Connect 4 Life will regularly review and assess the effectiveness of this policy. Feedback from staff, volunteers, and stakeholders will keep us accountable for implementing and making improvements and adjustments as necessary.

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By embracing Inclusion, Diversity, Equity, and Accessibility, Connect 4 Life aims to create a welcoming and supportive environment that reflects the richness of the communities we serve and promotes equal opportunities for all.