Equality, Diversity and Inclusion policy

1. Introduction

Oxford Armenia Foundation (OAF) is dedicated to promoting equality, diversity, and inclusion (EDI) in all aspects of its operations, programs, and interactions. This policy outlines OAF's commitment to creating an environment where all individuals are valued, respected, and empowered to participate fully, regardless of their background, identity, or circumstances.

2. Principles

OAF recognizes and celebrates the diversity of individuals and communities, including but not limited to differences in ethnicity, race, nationality, gender identity, sexual orientation, age, disability, religion, socio-economic status, and cultural background.

We believe that embracing diversity and fostering inclusion strengthens our organization, enriches our programs, and enhances our impact on society.

OAF is committed to eliminating discrimination, harassment, prejudice, and barriers that may impede equal opportunities and participation.

3. Commitments

OAF promotes equality by ensuring fair and equitable treatment for all individuals, including in recruitment, hiring, training, promotion, and service provision.

We actively seek to create a diverse workforce and volunteer base that reflects the communities we serve and the perspectives we value.

OAF provides reasonable accommodations and support to individuals with disabilities to ensure equal access to our programs, facilities, and services.

We strive to create an inclusive culture where everyone feels valued, respected, and able to contribute their unique skills, experiences, and perspectives.

OAF fosters a zero-tolerance approach towards discrimination, harassment, bullying, or any form of unfair treatment, and encourages reporting of such incidents without fear of retaliation.

4. Implementation

OAF integrates EDI considerations into all organizational policies, practices, and decision-making processes.

Training and awareness programs are provided to staff, volunteers, partners, and stakeholders to promote understanding of EDI principles, recognize unconscious biases, and enhance inclusive practices.

OAF actively engages with diverse communities and stakeholders to ensure their voices are heard, their needs are understood, and their participation is valued.

We monitor and evaluate our EDI efforts regularly, seeking feedback from stakeholders and adjusting strategies as needed to achieve our goals.

5. Review and Monitoring

This EDI policy will be reviewed periodically to ensure alignment with best practices, legal requirements, and organizational priorities.

OAF will monitor progress towards EDI goals, track key performance indicators, and report on outcomes transparently to stakeholders.

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