



## **Diversity, Racial Equity and Inclusion Policy**

WEAVE is committed to fostering, cultivating, and preserving a culture of diversity, racial equity and inclusion. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make each employee unique.

WEAVE's policy on racial equity is broken down as follows:

### **Our Goal**

- WEAVE envisions a world where everyone is free from domestic and sexual violence and has equitable opportunities to heal and thrive.

### **Our Context - Acknowledgement of Intersectionality of Oppression**

- We recognize that a violence free world is only possible when we are actively working to understand and dismantle white supremacy, recognizing it as the root cause which upholds multiple forms of oppression including sexism, racism, homophobia, transphobia, xenophobia, ageism, classism, ableism, and religious discrimination.

### **How We Get to Our Goal**

- We center the voices and expertise of Black, Asian, Pacific Islander, Indigenous, Latin/Hispanic and other minoritized and disenfranchised survivors and community members through ongoing building of authentic relationships. By doing so, we seek to create culturally responsive, equitable, and accountable programs and services that actionably acknowledge the historical colonization, marginalization, and systemic discrimination that many have experienced and still experience.

All employees of WEAVE have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other organization-sponsored and participative events. All employees are also required to attend and complete annual diversity, equity and inclusion awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to corrective action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity, racial equity and inclusion policy and initiatives should seek assistance from a supervisor or an HR representative.



**Acknowledgement:**

I have read and understand and will follow WEAVE's policy on Diversity, Racial Equity and Inclusion.

\_\_\_\_\_  
Employee Print Name

\_\_\_\_\_  
Date

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Employee Signature