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# Diversity, Equity and Inclusion Policy

Version 1.0



Policy Name	Diversity, Equity and Inclusion Policy
Policy owner	Executive President
Effective Date of the Policy	January 2022
Policy Statement	Establish and promote the approach and commitment of AfroLeadership towards diversity, equity and inclusion in its workforce and its governing structures.
Eligibility or Scope	All the staff working for and at AfroLeadership

## 1. Purpose of Policy

Diversity, equity and inclusion are at the heart of our values and play an important part AfroLeadership's work and development. It is in the interest of AfroLeadership and society at large to create a diverse, equal and inclusive workplace. This great asset of inclusive workforce stands as a strategic business priority, that fosters greater creativity, innovation and connection to the communities we serve.

The purpose of this policy is to describe AfroLeadership's approach and commitment to diversity, equity and inclusion, both in relation to its employees, collaborators and its governing structures.

## 2. Scope of Policy

This policy is non-contractual. It is also subject to review and change from time to time. It is also subject to applicable laws. In the case of any inconsistencies between this policy and the relevant law, the law will take precedence.

Where references in this policy are made to “diversity”, “equity” and “inclusion”:

- Diversity is found in any social identity, such as race, ethnicity, nationality, religion, gender, relationship status, sexe, age, parental status, disability or health, or any other attribute or status protected by the local laws or regulations of where we operate;
- Equity is an approach that ensures everyone has access to the same opportunities. Equity recognizes that advantages and barriers exist and that as a result we don't all start from the same place. Equity is a process that acknowledges that unequal starting place and makes a commitment to correct and address the imbalance;
- Inclusion is the process of involving, accepting, and valuing all people in the workplace regardless of their differences and social identity.

### **3. Related Policies**

This policy should at all times be read in conjunction with all the policy framework and tools of AfroLeadership. They all play an important role in reinforcing a culture founded on principles of diversity, equity and inclusion.

### **4. Policy Statement**

AfroLeadership is an organization working and expanding in Africa these years. So diversity is vital to the success of our operations and ensures that the different regions in which we operate, as well as our customers and stakeholders, are represented. Diversity, equity and inclusion are an important aspect of organization's sustainability, as we need to optimize our differences to drive work strategy in the field of operations.

AfroLeadership's commitment to diversity, equity and inclusion applies to all aspects of employment, including recruitment, selection, placement, training and development, performance management, engagement, promotion, compensation, benefits, disciplinary measures and termination. We are committed to providing a work environment built on the premise of diversity, equity and inclusion which encourages and enforces:

- Respectful communication and cooperation between all employees and stakeholders;
- Teamwork and employee participation and the representation of all groups and employee perspectives;
- Fairness and equal access to opportunities within the organization;
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity, equity and inclusion;

All employees, all stakeholders and all governing structures members of AfroLeadership have a responsibility to treat others with dignity and respect at all times. They are all expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other participative events. All employees are also required to attend

AfroLeadership mandated diversity awareness training to enhance their knowledge to fulfill this responsibility.

Employees and stakeholders who believe they have been subjected to any kind of inappropriate conduct including discrimination or harassment that conflicts with this policy (or any of the Policies used at AfroLeadership) should seek assistance from their manager, an Human Resource representative, the Executive President or any member of the Governing Structures.

## **5. Diversity, Equity and Inclusion Aspirations and Initiatives**

AfroLeadership gets several aspirations :

- A co-chair of the governing board should be a woman
- At least 40% female representation on Governing Board of AfroLeadership
- At least 30% of the staff should be woman

These aspirations will help guide our decisions, increase awareness and ensure focus - and they will be revised annually to monitor progress and to continuously ensure our initiatives are effective. They will change over time to reflect how our culture is maturing and becoming more diverse and inclusive - and to ensure that we keep raising the bar.

AfroLeadership also commits to the following operations to promote diversity, equity and inclusion :

- Working to remove bias and stereotypes from our culture. To this end we facilitate several diversity and inclusion campaigns in recognition of International Women's Day, World Diversity Day, World Inclusion month, and the celebration of national days from across the communities we operate;
- Building awareness around our confidential and safe 'Speak Up' platforms to highlight our zero-tolerance policies for discrimination, harassment, and bullying on any grounds;

- Providing internal and external networking and career development opportunities for women to support our gender diversity ambitions, including an internal Community of Practice, “Women in Leadership” which provides a platform for networking and self-development;
- Ensuring a diverse representation in our programs. We will promote inclusive leadership role models, and in general hire for inclusive behavior.

## **6. Inclusive Governing Structures**

As our aspirations above state it, AfroLeadership commits to develop diversity, equity and inclusion.

- Every Governing Structure of AfroLeadership should have a woman as a chair or a co-chair

## **7. Reporting and Policy Review**

AfroLeadership monitors progress on our diversity, equity and inclusion aspirations on a continuous basis and will report annually on progress on aspirations set and committed to. This will include reporting on the strategy and initiatives implemented and the progress made towards achieving its goals.

AfroLeadership will review this policy from time to time and at least once annually.

**Dated :                    January 2022**