

Diversity, Inclusion, and Equity

Purpose and Scope

The EJ-YMCA is a Christian Ecumenical Association that offers equal opportunities to all. It has a deep commitment to human rights, national rights, justice and peace. The EJ-YMCA respects and values diversity, not only in the people it serves, but also in its staff, volunteers, and Board of Directors. Therefore, the EJ-YMCA is committed to work with gender awareness and sensitivity, while focusing on and highlighting abilities and capacities to overcome disabilities and vulnerabilities.

Through this policy, the EJ-YMCA reinforces its commitment to fostering, cultivating and preserving a culture of diversity, inclusion and equity. The EJ-YMCA remains faithful to leaving no one behind based on age, gender, race, cultural background, career experience, skills, beliefs, or anything else.

The EJ-YMCA considers gender, youth, and physically challenged as equal individuals in terms of rights and obligations as clearly stated in its vision, mission, values, and procedures. However, understanding the context of the Palestinian society, the EJ-YMCA recognizes the necessity to promote and support the following principles while designing and implementing its programs and interventions in the society:

Gender

- The EJ-YMCA designs and develops its interventions and services to respond effectively to the needs of all citizens, women and men, boys and girls.
- All EJ-YMCA services, opportunities, and facilities are open to all citizens, women and men, girls and boys.
- It offers equal opportunities, rights and obligations to all of its staff and volunteers, both women and men.

- It is keen to maintain equal employment of men and women within its workforce, based on skills and capacities.
- It promotes an inclusive and sensitive work culture which ensures that every staff member, regardless of their gender identity, feels supported and respected.
- The EJ-YMCA ensures that policy making and legislative work are fairly shared by women and men to have a greater relevance to the society. Therefore, the EJ-YMCA is keen to achieve equal representation of women and men at the levels of Senior Management, Board of Directors and General Assembly.

Youth

- Youth are at the core of the EJ-YMCA mission. Therefore, the EJ-YMCA is committed to empower youth at the levels of mind, spirit and body.
- Through its social and educational programs, the EJ-YMCA enables youth to develop holistically, and enhance their influence and place in the society to reach their full potential.
- It facilitates youth access to decent employment, education and civic participation.
- The EJ-YMCA continuously strives to improve services and interventions to respond to the requirements of the youth.
- Youth participation is encouraged in the design, delivery and evaluation of the EJ-YMCA interventions.
- The EJ-YMCA promotes a supportive culture among all of its programs and centers to include youth as prominent stakeholders.
- The EJ-YMCA promotes the strengths of youth to get them involved in the decision-making processes reaching the strategic level.
- The EJ-YMCA is dedicated to promote youth participation at the levels of Senior Management, Board of Directors, and the General Assembly.

- The EJ-YMCA is committed to connect Palestinian youth to Global Youth movements and global forums.

Physically Challenged

- The EJ-YMCA promotes the employment of persons with disabilities in accordance with Palestinian law based on competitiveness, skills and capacities.
- It empowers persons with disabilities to actively participate in decision making processes.
- It encourages persons with disabilities to maintain a positive lifestyle based on body, mind and spirit, by offering special discounts to attend the EJ-YMCA Community Centers reaching 25%.
- The EJ-YMCA is aware of the need to educate its staff on the rights and needs of persons with disabilities.
- The EJ-YMCA creates a culture of respect and openness within its programs and centers, as well as within the local communities, towards the rights of persons with disabilities to access services.
- The EJ-YMCA is committed to provide a supportive workplace that facilitates access of persons with disabilities to facilities and services.
- The EJ-YMCA promotes positive attitudes among its programs and centers to embrace persons with disabilities as staff, volunteers and beneficiaries.
- The EJ-YMCA encourages professional partnerships to propose interventions for the benefit of persons with disabilities.
- The EJ-YMCA remains faithful to not depriving any person with disability from the opportunity of being part of the Senior Management, Board of Directors, and the General Assembly due to disability.

Terms and definitions

Definitions

- **Diversity:** Anything that makes an individual unique, like: race, gender, religion, ability, age, background, education, experiences, talents, skills, and much more.
- **Inclusion:** Embrace individuals of diverse perspectives, backgrounds, skills, and talents and make them feel valued and able to contribute to their full potential.
- **Equity:** Promote fair treatment and equal access to opportunities among individuals based on their needs while respecting their age, gender, race, cultural background, career experience, skills, beliefs, and more.

Terms

The EJ-YMCA embraces and encourages its 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, socio-economic status, veteran status, and other characteristics that make employees unique.

The EJ-YMCA maintains its principles of diversity, inclusion, and equity in its mission, practices and policies, including but not limited to: recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; the ongoing development of the work environment; the design of interventions; and reaching out to beneficiaries and participants.

- The EJ-YMCA promotes the following among its staff, volunteers, and Board of Directors:
 1. Creating an environment in which individual differences and the contributions of all team members are recognized and valued.
 2. Creating a working environment that promotes dignity and respect for every employee.

3. Not tolerating any form of discrimination, intimidation, bullying, or harassment, and to discipline those that breach this policy according to the set measures in the EJ-YMCA Human Resources Manual.
4. Encouraging anyone who feels they have been subject to discrimination to raise their concerns so that corrective measures can be applied.
5. Being fair towards all employees so that they feel accepted and valued.
6. Providing equal growth and career advancement opportunities for all EJ-YMCA staff, taking into consideration individual qualities and inclinations.
7. Advocating teamwork and collaboration within the different programs and centers of the EJ-YMCA.
8. Supporting flexibility in the workplace to attract and retain diverse employees.
9. Recruitment and hiring process that takes into consideration personality traits, motivation, and skills in parallel to education and experience.
10. Regular review of all recruitment procedures so that fairness is maintained at all times.
11. Views are allowed to influence decisions, work culture, and strategic goals at all levels.

This Policy was endorsed by the Board of Directors in January 2021



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