

Wemos Diversity, Equity and Inclusion Policy

1. Introduction

Wemos is committed to fostering a diverse, equitable, and inclusive environment where all individuals are respected, valued, and supported. Our commitment to Diversity, Equity and Inclusion (DEI) reflects our core values and mission to advocate structural change to achieve global health justice. This policy outlines our approach to creating an inclusive workplace that supports our goals and enriches our impact.

2. Purpose

The purpose of this DEI policy is to:

- Promote a diverse and inclusive work environment that reflects the issues and projects we serve so that our activities are anchored in lived experience.
- Ensure equity in opportunities and treatment for all individuals.
- Foster a culture of respect where all voices are heard and valued.

3. Definitions

- **Diversity:** The presence of people encompassing different identities (in a work setting), including but not limited to race, ethnicity, gender, sexual orientation, age, socio-economic status, physical abilities, religious beliefs, and cultural backgrounds.
- **Equity:** Consistent fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers that have historically led to unequal treatment.
- **Inclusion:** The practice of creating environments in which any individual or group is welcomed, respected, supported, and valued.

4. Wemos' guiding principles and values

The guiding principles of Wemos are as follows:

- Health is a human right
- Health justice means leaving no one behind
- Health justice requires structural change
- Health justice is a shared responsibility

Central to our principles and values are the concepts of human rights and justice. As such, they are central to our DEI policy. Being human rights and justice driven, we strive to pave the way for



collaborations and partnerships where mutual respect and solidarity reign. Our commitment to DEI is essential in achieving that purpose.

- **Commitment to diversity:** We recognize and value the diversity of our staff, partners, donors and stakeholders.
- **Equitable practices:** We will ensure that all individuals have equitable access to opportunities and resources. We are dedicated to providing fair treatment in all aspects of employment, including recruitment, promotion, compensation, and professional development.
- **Inclusive culture:** We foster an inclusive environment where everyone feels respected and valued. This includes providing training and resources to support understanding and appreciation of diverse perspectives and capacities. As part of being inclusive, we cultivate a culture of open communication and will actively seek and incorporate feedback to continuously improve our organization and our work.
- **Anti-discrimination:** Discrimination, harassment, aggression and bullying of any form will not be tolerated. All members of our organization are expected to uphold our DEI values and contribute to a safe and respectful environment. We will address any incidents promptly and appropriately.
- **Intersectionality:** We apply an intersectional approach to DEI to ensure that those with different intersecting identities are included and represented in our work environment. We also take it into account when working with one another.

5. Responsibilities

- **Leadership:** Senior management is responsible for championing DEI efforts, setting strategic goals, and ensuring the integration of DEI principles into organizational policies and practices.
- **Employees:** All employees are expected to adhere to this policy, participate in DEI training, and contribute to an inclusive and equitable environment.
- **DEI taskforce:** The DEI taskforce provides advice to leadership and translates strategic goals into action plans. The taskforce champions DEI activities within Wemos and is a point of contact for questions and inputs regarding DEI.

6. Training and development

Wemos will make available (online) DEI training resources and material for all staff. This may cover topics such as unconscious bias, cultural competency, and inclusive practices. We will also offer resources and support to help individuals grow their understanding and practice of DEI principles.

7. Reporting and accountability

We encourage all individuals to report any concerns or incidents related to DEI. We are committed to investigating all reports thoroughly and taking appropriate action. DEI concerns or incidents should be reported via one of the following channels in the notification system:

1. Management (own manager, manager next to you or above you) (internally, non-anonymously)
2. The Integrity Officer (internal, anonymously)
3. The Whistle-Blower Focal Point (external, anonymously)

The Integrity Officer and the Whistle-Blower Focal Point are available for initial help and further support. They are bound by their roles to maintain confidentiality.

8. Review and evaluation

This DEI policy will be reviewed once a year by the DEI working group to ensure its effectiveness and relevance. We will assess our DEI initiatives and make necessary adjustments to continuously improve our practices.

9. Related documents

For a full overview of our policies, please refer to the following documents:

- [Wemos Code of Conduct](#)
- [The Partos code of conduct](#) (which Wemos also subscribes to)
- [Our complaints mechanism](#)
- [Our whistleblowers' regulations](#)
- [Our privacy statement](#)
- Integrity policy
- Safety & Security policy
- Terms and conditions of employment
- Training policy
- Wemos inclusive communications

10. Questions

For questions or more information about this policy, please contact the Finance & Operations team.