



WFUMB Diversity, Equity and Inclusion Document

[Modified from The Society for Human Resource Management (SHRM)]

WFUMB is committed to fostering, cultivating and preserving a culture of diversity, equity, equality and inclusion.

Diversity is about the different characteristics that make each of us unique. This includes age, gender, race, disability, ethnicity, religion, sexual orientation, marital status, parental status, height, weight, work style, and all the other dimensions that you will learn more about in the Dimensions of Diversity model below.

Equity means ensuring all individuals have what they need to succeed and participate fully, accounting for different access to opportunities, status, and rights.

Equality denotes how people are treated and focuses on making sure everyone gets the same opportunities.

Inclusion is creating an environment of belonging where everyone feels welcomed, supported, respected, and valued, and provides an environment that encourages them to contribute their best work.

(Definitions from A Human Resource Professional's Guide to Promoting Diversity, Equity, Inclusion & Belonging in the Workplace, <https://www.livinghr.com/>)

The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that members of the Executive Board (ExB), Administrative Council (AC) and various committees represents a very significant part of WFUMB's culture and reputation.

We embrace and encourage our members' differences in age, language, national origin, ethnicity, race, religion, color, disability, gender identity or expression or sexual orientation, political affiliation, race, religion, and any other characteristics that make our members unique.

WFUMB's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection as well as election of councilors, committee members.

WFUMB encourages respectful communication and cooperation between all members, as well as active participation in any WFUMB-sponsored activity.

All WFUMB members are expected to treat others with dignity and respect at all times and exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

All members of the ExB, AC and Committees are also required to read and sign this diversity, equity and inclusion document.

Any member found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action, up to removal from position in ExB, AC or Committees after consideration by the Complaints Committee.

Members who believe they have been subjected to any kind of discrimination that conflicts with WFUMB's diversity, equity and inclusion policy should seek assistance from the appropriate AC councilor, for referral to the Complaints Committee in the first instance to report to the ExB.

I have read this document, agree with its content and declare I will behave according to its principles.

Name:

Signature:

Date:

Recommended reading:

1. Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce. <https://www.federalregister.gov/documents/2021/06/30/2021-14127/diversity-equity-inclusion-and-accessibility-in-the-federal-workforce>
2. UN Document: Universal Declaration on Cultural Diversity. <http://www.un-documents.net/udcd.htm>
3. International Labour Office · Geneva: PROMOTING DIVERSITY AND INCLUSION THROUGH WORKPLACE ADJUSTMENTS, A PRACTICAL GUIDE. https://www.ilo.org/publication/wcms_536630
4. Lee DS: Case Study: What Does Diversity Mean in a Global Organization? Harvard Business Review, May-June 2022. <https://hbr.org/2022/05/case-study-what-does-diversity-mean-in-a-global-organization>
5. Pedulla D: Diversity and Inclusion Efforts That Really Work. Harvard Business Review, May 12, 2020. <https://hbr.org/2020/05/diversity-and-inclusion-efforts-that-really-work>
6. Diversity wins: How inclusion matters. McKinsey and Company Report. May 19, 2020. <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-wins-how-inclusion-matters>