

VLM EQUALITY, DIVERSITY AND INCLUSION (EDI) POLICY

This document sets out the VLM Policy on Equality, Diversity and Inclusion (EDI). It was drafted and approved by the Board of VLM on . It will be reviewed in 2027.

Purpose

In early 2024, the VLM Board decided that the organisation would have a new board approved policy on equality, diversity and inclusion (EDI) and that it would be adopted in 2024. The VLM Equality, Diversity and Inclusion (EDI) guiding statement is based on our values – partnership, solidarity, justice and peace as well as global citizenship and education. The VLM Board of Directors will ensure that its events, projects and external & internal processes conform with our values and the guiding statement and associated principles in this EDI policy. We take action to ensure equal participation by all people and communities in our work.

Principles

• We specifically commit to non-discrimination related to the nine grounds under the Equal Status Acts 2000 – 2018: gender, marital status, family status, age, disability, sexual orientation, race, religion, and membership of the Traveller community.

• We commit to striving for a work environment where everyone is valued and given the supports they require in their work to ensure equity, and all differences will be attended to respectfully.

• We commit to representing and supporting our staff and volunteers in such ways that demonstrate our commitment to EDI.

• We will use every opportunity to foster and encourage equality, diversity and inclusion in our volunteer recruitment process.

• We consider EDI across all domains of our organisation’s work: board, staff, volunteers and the activities we deliver.

Policy Implementation

• This is intended to be an ‘Action Learning’ policy where all aspects of it embody the learning-by-doing principle. Through having a formal EDI Policy in place, practical ways to enhance current practice will continue to be considered and implemented.

• As new practices develop, they will be added as appropriate to the ‘current practices’ section in the appendix of this policy.

• Specific intentional engagement with the Board of Directors and VLM Coordinator to ensure that EDI practices are embedded in how we do our work.

• Specific intentional focus on EDI in recruitment of volunteers.

• This policy will be communicated to all new board members/staff at induction time.

• The VLM EDI Policy will be shared on our website and an EDI statement will be included on the volunteer application form.

• This is a Board-approved policy that is overseen by the VLM Governance and Compliance Committee, who will monitor and review this policy. The policy will be reviewed every three years.

• VLM will focus on equality, diversity and inclusion of our Board of directors.

For questions about this policy, contact the Board Chairperson or Coordinator by email at [info@vlm.ie](mailto:info@vlm.ie)

Signed on behalf of the Board of VLM: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Susan Looby, Interim Chairperson

Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Director Declaration**

I confirm that I have read, understood and accept the content of the VLM EDI Policy and I undertake to conscientiously abide by this policy during my work with VLM.

Signed:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_