



# ASEEMA CHARITABLE TRUST DIVERSION EQUITY INCLUSION POLICY

Aseema Charitable Trust

G3 Josephine Apartments, Ground Fl, Chimbai Road, Bandra West, Mumbai 400050



## **POLICY ON DIVERSITY, EQUITY AND INCLUSION (DEI)**

<b>Ownership</b>	<b>Operations</b>
<b>Forum where approved</b>	<b>Board of Trustees</b>
<b>Date of Approval</b>	<b>July 2022</b>

### **BACKGROUND:**

Aseema Charitable Trust (Aseema/Organisation) is a Mumbai based non-governmental organization with a mission to equip children from marginalized communities with high quality, value based education enabling development of their limitless potential. In Mumbai, Aseema works in partnership with the Municipal Corporation of Greater Mumbai (MCGM) to create centres of excellence within the public education system. In each of these schools, Aseema supports the MCGM by providing teachers who are oriented to Aseema's child friendly approach, making the learning environment stimulating and safe and creating a culture that respects the child and promotes learning.

### **PURPOSE:**

Aseema promotes and fosters diversity, equity, and inclusion (DEI) in all its activities, operations, and programs. This policy aims to create an environment that values and respects the diverse backgrounds, experiences, and perspectives of all stakeholders.

### **OBJECTIVE:**

Aseema values the diversity, equity, and inclusion of all its stakeholders and is committed to creating an environment that promotes and fosters DEI. This policy outlines the organisation's commitment to DEI and provides guidance on how it will promote and foster DEI in all its activities, operations, and programs and create a more inclusive, equitable, and just society.

## **SCOPE:**

This policy applies to all directors, officers, employees, volunteers, partners, and beneficiaries of Aseema.

## **POLICY:**

Aseema is committed to promoting and fostering DEI in all its activities, operations, and programs. This commitment is grounded in the belief that diversity, equity, and inclusion are essential for achieving Aseema's mission and vision.

### **Non-Discrimination**

Aseema prohibits discrimination on the basis of race, color, ethnicity, national origin, religion, gender, sexual orientation, age, or disability in all its activities, operations, and programs.

### **Recruitment and Hiring**

The organisation shall strive to attract and hire a diverse pool of candidates for all positions, including the Board of Trustees, officers, employees, and volunteers. Its recruitment and hiring practices are fair, inclusive, and free from bias.

### **Access and Accommodation**

Aseema shall strive to provide equal access and accommodation to all stakeholders, including beneficiaries, partners, volunteers and staff members.

### **Program Design and Implementation**

Aseema shall ensure that its programs and services are designed and implemented in a manner that is equitable, inclusive, and responsive to the diverse needs of its beneficiaries.

### **Communication and Transparency**

The organisation shall communicate its commitment to DEI to all stakeholders, and shall be transparent about its DEI policy.

## **TRAINING:**

DEI training and development opportunities will be provided to all directors, officers, employees, and volunteers. This training shall promote cultural awareness, sensitivity, and competence and help to foster a more inclusive and equitable workplace.

## **REVIEW:**

This policy shall be subject to annual review and will be updated as and when required.