Equity, Diversity, and Inclusion Policy

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## 1. Background

303 Overwatch A.S.B.L (RCS F13274) values all contributions from its diverse community to achieve its mission and goals. Our team believes that success is founded on respect for the dignity and humanity of all, supporting the development of human potential, and enabling groups and individuals to contribute fully to society. The nation’s continuous improvement requires creating and maintaining safe, fair, nurturing, positive, and respectful community and working environments. Equity of opportunity and access to 303 Overwatch A.S.B.L (RCS F13274) campaigns, projects,programs, services, and resources are central to rising to national excellence. Practical human resources and nonprofit and administrative services allow us to reach our individual, organizational, and societal potential.

The team recognizes that various groups are not always treated equitably in society. Unfair biases may be expressed in many forms, including prejudice, stereotyping, harassment, discrimination, exclusion, poisoned learning and working environments, and other objectionable behavior.

Individual and systemic biases are prohibited at 303 Overwatch A.S.B.L (RCS F13274) and are grounds for immediate dismissal from 303 Overwatch A.S.B.L (RCS F13274) or exclusion from its campaigns, projects, and programs. 303 Overwatch A.S.B.L (RCS F13274) integrates the principles of equity, valuing diversity and inclusion into our goals, policies, practices, structures, campaigns, projects, programs, and institutional, individual, and collective interactions such that they bolster the overall culture of the nation and the communities we serve.

## 2. Principles of Equity, Diversity, and Inclusion

Equity, diversity, and inclusion form the foundation for social justice and reflect values such as fairness, empathy, respect for the dignity of all humans, and accounting for the diverse needs, abilities, experiences, knowledge, and contributions of people within our goals, policies, practices, structures, campaigns, projects, programs, actions, and interactions.

Equity, diversity, and inclusion aim to correct the imbalance of power that has historically marginalized groups by respecting the dignity and humanity of all, supporting the development of human potential, and enabling groups and individuals to contribute fully to society.

303 Overwatch A.S.B.L (RCS F13274) recognizes that groups that have been disadvantaged include but are not limited to Aboriginal, racial, ethnocultural, and faith communities, women, persons with disabilities, lesbian, gay, two-spirited, bisexual, and transgender people, as well as communities of lower socioeconomic status. 303 Overwatch A.S.B.L (RCS F13274) acknowledges that emergent biases, stereotypes, and prejudices also have a discriminatory impact on other individuals and groups.

Equity encourages fairness by requiring that we recognize and strive to eliminate the unfair biases and prejudices that limit our individual and collective freedom. Practicing equity involves proactively eradicating attitudes, actions, structures, and systems that result in discrimination and exclusion. Diversity calls on us to value ourselves and one another by respecting our unique qualities. We practice equity when we engage all members of society and esteem the contributions of groups and individuals.

## 3. Policy Objectives

It is the objective of this policy to require all reasonable steps be taken to ensure that:

1. Procedures are in place for infusing the principles of equity, valuing diversity, and inclusion into all aspects of 303 Overwatch A.S.B.L (RCS F13274) operations, including the development, implementation, and timely review of goals, policies, practices, structures, campaigns, projects, programs, and institutional and individual interactions. Mechanisms exist for assessing their effectiveness and for making changes where necessary.
2. Informed, accountable leadership and financial and human resources are provided to support everyone in the 303 Overwatch A.S.B.L (RCS F13274) operations framework and staff development to promote equity and inclusion in 303 Overwatch A.S.B.L (RCS F13274) operational ecosystem.
3. Contributions from our diverse community focused on **Hightech Humanity (H2)** and community groups are valued and encouraged. Everyone is provided with equitable opportunities for working with staff and with each other for the benefit of the global community.