



DEI COMMITMENT STATEMENT

Purpose

The Hopeful Mama Foundation is committed to fostering a diverse, equitable, and inclusive environment where all individuals are valued, respected, and empowered. This policy outlines our commitment to diversity, equity, and inclusion (DEI) and sets forth the principles and actions that will guide our efforts to create a welcoming and supportive space for everyone associated with our foundation.

Scope

This policy applies to all members of the Hopeful Mama Foundation community, including volunteers, board members, partners, and beneficiaries of our programs.

Definitions

- Diversity: The presence of differences that include, but are not limited to, race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.
- Equity: The fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers that have prevented the full participation of some groups.
- Inclusion: The act of creating environments in which any individual or group can feel welcomed, respected, supported, and valued to fully participate.

Commitment to DEI

The Hopeful Mama Foundation commits to:

1. Promoting Diversity: We will actively seek to include diverse voices and perspectives in our community, including within our board members, volunteers, partners, members, and programs.
2. Ensuring Equity: We will strive to provide equitable access to opportunities and resources for all individuals, recognizing and addressing systemic barriers that may exist.
3. Fostering Inclusion: We will cultivate an inclusive culture where everyone feels respected, valued, and supported, and where different perspectives and experiences are welcomed and encouraged.



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Guiding Principles

- Leadership and Accountability: Our board members will be responsible for championing DEI initiatives and ensuring accountability.
- Community Engagement: We will engage with diverse communities to understand their needs and perspectives, ensuring our programs and initiatives are inclusive and effective.
- Evaluation and Improvement: We will regularly evaluate our DEI efforts and seek feedback from our community to continuously improve our policies and practices.

Action Plan

1. Recruitment: Implement strategies to attract, recruit, and retain a diverse volunteer team and board of directors, and ensure role descriptions and recruitment processes are inclusive and free of bias.
2. Program Development: Design and implement programs that address the unique needs of diverse communities and promote equity and inclusion.
3. Partnerships: Collaborate with organizations that share our commitment to DEI to amplify our impact and learn from best practices.
4. Communication: Communicate our DEI commitment clearly and transparently to all stakeholders through our website.

Accountability

- Feedback Mechanisms: We will establish feedback mechanisms to allow board members, volunteers, and beneficiaries to share their experiences and suggestions regarding our DEI efforts.
- Review and Update: This policy will be reviewed annually in July and updated as necessary to reflect our evolving understanding of DEI and to address emerging challenges and opportunities.

Conclusion

The Hopeful Mama Foundation is dedicated to creating a diverse, equitable, and inclusive environment where all individuals can thrive. By adhering to this policy, we aim to foster a culture of respect, collaboration, and continuous improvement that will enhance our ability to serve and empower our community.