

Diversity, Equity, and Inclusion Policy

1. Context

As a non-profit human service organisation, the “dignity and worth of a person” must be embedded in our organisational identity, culture, and practices. This policy articulates Beyond’s commitment and beliefs, values, and obligations that every member of the organisation, as staff, volunteer, or programme participant, is expected to uphold. The policy also details the process for ensuring the organisation’s commitment are upheld at all times.

2. Beliefs, Values, and Obligations

Beyond Social Services (Beyond) is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

At Beyond, we believe an organisation is defined by its people, and their contributions are critical to its success. The collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our people bring to work enriches our culture and enhances the organisation’s achievement and reputation.

We embrace full spectrum diversity inclusive of age, colour, ability, ethnicity, family status, orientation, gender identity, language, national origin, affiliation, race, religion, socio-economic status, national service status, culture, background, experience, strengths, and perspectives.

Beyond’s diversity initiatives impact all aspects of the organisation and are not limited to, hiring, total rewards, professional development and training, movements, employee related programs and actions. Beyond is committed to a work environment that ensures:

- A culture of respectful communication and co-operation, fairness and dignity, free from bias and discrimination;
- A culture of teamwork and participation inviting representation of all groups and diversity of perspectives;
- A culture of work-life balance through flexibility and accommodating employee needs’;
- A culture in which employees contribute to the communities we serve thereby promoting a greater understanding and respect for full spectrum diversity.

All members of Beyond are expected to exhibit conduct that reflects our commitment to diversity and inclusion at work, work events on or off the worksite and at all other organisation-sponsored and participative events.

All members of Beyond are required to attend and complete an annual diversity awareness training to reinforce their knowledge and awareness in order to fulfil our commitment and expectations.

The organisational culture to keep the stated **“Beliefs, Values and Obligations”** alive and relevant, will be nurtured through planned **training sessions and dialogue** within the organisation. The executive director will work closely with appointed members of the “Diversity and Inclusion Circle” to incorporate such sessions into Journey Beyond, the in-house training calendar as well as other context where needed.

3. Organisational Response to Complaints

3.1 Guiding Philosophy

As a human service organisation, Beyond acknowledges that to err is human and additionally, human development in every sense is an ongoing endeavour that must be encouraged and facilitated for our collective good in the long-term. Thus, Beyond adopts a restorative justice approach toward problem solving which is “a process to involve, to the extent possible, those who have a stake in a specific offence and to collectively identify and address harms, needs, and obligations, in order to heal and put things as right as possible” (Howard Zehr, 2002).

3.2 Process

Members of Beyond who have a concern and believe in good faith that a violation of the Diversity, Equity and Inclusion Policy has occurred, shall raise the issue by sending an email to asafeplace@beyond.org.sg.

HR will attend to the issue raised and activate the members of the Diversity and Inclusion Circle for support.

Where appropriate, the Diversity and Inclusion Circle will help gather details of the issue raised and explore a potential restorative process which will involve all relevant parties and stakeholders.

A Restorative Circle or other appropriate activities in order to resolve the matter will be coordinated and executed.

HR will ensure follow up by the Restorative Circle and have oversight of the plan execution until issue resolution.

Diversity, Equity, and Inclusion Policy Review Log – latest on top					
V/No.	Date of Review	Reviewers (Bold Leader)	Vetted By	Date of Board Approval	Next Review
1	28 February 2022	Alil, Gerard, Izzaty, Kumarr, Maizy, Sobi	Gerard	N.A.	30 June 2022
2	24 June 2022	People Development Committee	People Development Committee		30 June 2023