



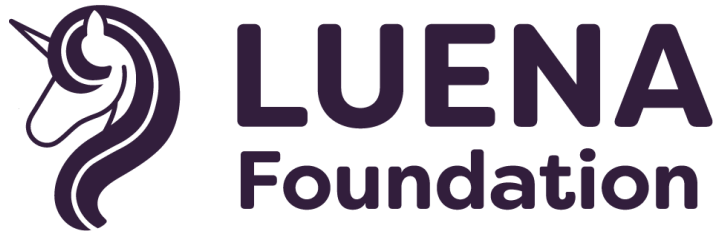
## Diversity, Equity, and Inclusion (DEI) Policy

At Luena Foundation, we are committed to fostering a culture of diversity, equity, and inclusion in all aspects of our organization, and believe that these principles are fundamental to achieving our mission of empowering communities and creating positive social change. Furthermore, we are focused daily on promoting diversity, equity, inclusion, and accessibility within the partner organizations and leaders we collaborate with in the field. All this being said, we pledge to uphold the following principles:

**Diversity:** We value and celebrate the diversity of all individuals, including but not limited to race, ethnicity, nationality, age, gender, sexual orientation, disability, religion, socioeconomic status, and cultural background. We recognize that diversity enriches our organization and strengthens our ability to effectively serve diverse communities around the world.

**Equity:** We are dedicated to promoting equity and fairness in all our practices and policies. We strive to identify and address systemic barriers that perpetuate inequality and disadvantage certain groups of people. We are committed to providing equal opportunities for all individuals to participate in our programs, access our services, and advance within our organization.

**Inclusion:** We are committed to creating an inclusive environment where all individuals feel valued, respected, and empowered to contribute their unique perspectives and talents. We actively seek to foster a sense of belonging and community among our volunteers, partners, and beneficiaries. We believe that diverse voices and experiences are essential for driving innovation, creativity, and effectiveness in our work.



**Anti-Discrimination:** We prohibit all forms of discrimination, harassment, and prejudice based on race, ethnicity, nationality, age, gender, sexual orientation, disability, religion, socioeconomic status, or any other characteristic protected by law. We are committed to creating a safe and supportive environment free from discrimination and harassment for all individuals associated with our organization.

**Accessibility:** We are committed to ensuring that our programs, services, and facilities are accessible to all individuals, including those with disabilities. We strive to remove physical, communication, and attitudinal barriers that may prevent full participation and inclusion. We are committed to providing reasonable accommodations and support to individuals with disabilities to ensure equal access and opportunities.

**Continuous Improvement:** We recognize that diversity, equity, and inclusion are ongoing commitments that require continuous learning, reflection, and action. We are dedicated to regularly assessing our practices, policies, and programs to identify areas for improvement and to implement strategies for enhancing diversity, equity, and inclusion across our organization.

Should any team member; be they a volunteer or member of our board of directors, engage in inappropriate conduct or behavior towards others, they may face disciplinary action. In the case that we become aware of inappropriate conduct that violates any part of our diversity policy on the part of one of our field partners or local leaders, Luena Foundation will conduct a full review and consider termination of our working agreement with said organization.

Team members who believe they have experienced any form of discrimination that contradicts the diversity policy and initiatives should seek support from a supervisor or the designated human resources representative.



By upholding these principles, Luena Foundation aims to create a more just, equitable, and inclusive world where everyone has the opportunity to thrive and reach their full potential.

A handwritten signature in dark purple ink that reads "Ryan A. Rauch". The signature is written in a cursive style with a long, sweeping tail on the letter "h".A handwritten signature in dark purple ink that reads "Amelia Stark". The signature is written in a cursive style with a long, sweeping tail on the letter "k".

Ryan & Emily Rauch  
Co-Founders & Co-Executive Directors