

DIVERSITY

1. Purpose:

The purpose of this policy is to define the position of the IAWP with regard to advancing the IAWP value of embracing diversity for the organization.

Cultural Diversity is a form of appreciating the differences in individuals. The differences can be based on gender identification, age, ethnicity, sexual orientation, religious beliefs, and/or social status among many other individual characteristics.

2. Objectives:

2.1 To ensure that the IAWP adheres to its Mission, Vision and Values with regard to cultural inclusiveness.

2.2 To comply with the provisions of the IAWP policy addressing equality of opportunity and non-discrimination.

3. Procedures:

3.1 The IAWP shall encourage awareness of cultural diversity among the membership by providing opportunities for members to interact in the various functions of the organization, including

- 3.1.1 Raising awareness of cultural perspectives and the challenges of inter-cultural communication.
- 3.1.2 Emphasizing the value of increasing diversity by recruiting members from all regions of the world.
- 3.1.3 Recruiting potential candidates for elective office for the Board of Directors from the world-wide membership.
- 3.1.4 Including members from various regions as committee chairs and committee members for IAWP committees.
- 3.1.5 Encouraging members from all ethnic groups to participate in and provide training at IAWP training conferences and events
- 3.1.6 Highlighting the accomplishments of members and affiliates from a variety of cultural backgrounds in the official publication of the IAWP.
- 3.1.7 Encouraging all Regional Coordinators to submit nominations for the Annual Recognition Program.
- 3.1.8 Managing the organization's website and electronic communications to make them relevant to the multi-cultural membership and the global reach of the IAWP.

3.2 The IAWP shall adhere to the stated policy of Equality of Opportunity-- Non-Discrimination.

Adopted, March 2018