



Bee Girl Organization

Justice, Equity, Diversity, and Inclusion Statement

(JEDI)

The Bee Girl Organisation (BGO) believes a policy of Justice, Equity, Diversity, and Inclusion form a cornerstone of our organisation and is an integral component of our core values. We are also committed to reflecting these principles in all our policies and linking them, not only through words but also with actions, to our operations and processes to fulfill our mission and purpose as an organisation.

Justice

We here at BGO believe in the dismantling of barriers to resources and opportunities to allow all individuals and communities to live a full, productive, and dignified life and will be reflected in all of our policies, operations and processes

Equity

BGO understands that systematic and historical patterns of disparity, in the wider community, need to be addressed to eliminate barriers and participation gaps as part of our core strategy to achieve both equitable outcomes and social justice. To this end we will ensure fair access, opportunity and advancement to all staff, board members and volunteers based on their diverse needs, conditions and abilities.

Diversity

BGO is committed to recognising the diversity of gender, age, ethnicity, race, religious beliefs and the LGBTQIA communities by ensuring an environment that is inclusive, respectful, and equitable to all diverse groups to accomplish the mission of the BGO. We are also committed to continuously learning to ensure effective diversity and inclusion work.

Inclusion

We will intentionally and proactively cultivate and foster an environment of respect, inclusion and support that values the experiences and perspectives of all board members, staff, and volunteers. We will also encourage an environment that provides equitable opportunities and resources that empowers everyone to participate equally and offers respect both in words and actions.