



diversity and inclusion policy

Woman Within Diversity and Inclusion Policy

Woman Within is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. We embrace diverse backgrounds and points of view, and endeavor to treat everyone with dignity and respect.

Inclusiveness is one of our Core Values

Woman Within welcomes all women to our programs, and prohibits discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, veteran's status, marital status, citizenship, national origin, social or economic class, or any other characteristic protected by law.

Our commitment to diversity and inclusion extends to all of our interactions with volunteers, vendors, suppliers, and other partners.

We expect our suppliers, vendors, and other partners (including food vendors, hotels and/or retreat centers) to act in a way that is consistent with our core value of inclusiveness.

Our Expectations of Woman Within Leaders, Volunteers, Independent Contractors, and Employees:

- Discrimination and harassment will not be tolerated. All are expected to exhibit conduct that reflects inclusion at all of our programs and any Woman Within-sponsored event.
- We will all treat each other with dignity and respect at all times.
- We will engage in respectful communications in person, by email, text or any other manner.
- We will make a conscious effort to have diverse and multicultural leadership circles, staff, and participants.
- We will make every effort to accommodate the special needs of women to enable them to participate in our programs.
- Anyone found to exhibit any inappropriate conduct or behavior against another may be subject to the Woman Within Misconduct Policy.
- Anyone who believes she has been subject to any kind of discrimination that conflicts with this policy should immediately report it to the Ombudswoman and/or the Director of Diversity and Inclusion.

All Women Are Welcome to Our Programs and Events

- Woman Within's mission is to create a world where women know, embrace, live and lead from their truth. We do this by inspiring women to connect with all parts of themselves and to a deep sense of their place in the world. Woman Within recognizes that gender is fluid and that traditional notions of gender identity and expression can be limiting.
- We are committed to welcome and support at our programs and events all women who self-identify and consistently live as women (including cisgender, transgender women, individuals assigned female at birth who do not identify within the gender binary, and individuals assigned female at birth who have not taken medical or legal steps to identify as male).
- Woman Within is committed to developing and fostering a safe space for our diverse and multicultural community in which all feel valued. Any questions regarding this policy should be directed to the Director of Diversity and Inclusion.
- Women's gender identity is confidential and will not be shared with others. Best practices and guidelines will be shared with registrars and other leaders concerning special accommodations, if needed.
- Glossary of Terms: We are cognizant that many are still not familiar or comfortable with certain terms. The following terms were adopted from the Human Rights Campaign website:
 - Cisgender: a person whose gender identity aligns with those typically associated with the sex assigned to her/him at birth.
 - Gay: a person who is emotionally, romantically, or sexually attracted to members of the same gender.
 - Gender-fluid: a person who does not identify with a single fixed gender; of or relating to a person having or expressing a fluid or unfixed gender identity.
 - Gender non-conforming: a broad term referring to people who do not behave in a way that conforms to the traditional expectations of their gender, or whose gender expression does not fit neatly into a category.
 - Non-binary: describing a person who does not identify exclusively as a man or a woman. Non-binary people may identify as both a man and a woman, somewhere in between, or as falling completely outside these categories.

- Transgender: An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.