



DSF Diversity, Inclusion, and Equality Policy

At Diann Shaddox Foundation for Essential Tremor a diverse, inclusive, and equitable workplace is one where all, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for all programs, and sites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

Inclusion and Diversity have been pillars of our global enduring values for a long time. While this pledge has a U.S. focus, it is rooted in our global values and many of the actions will be mirrored in other parts of the world. The commitment should be crystal clear: we will have a zero-tolerance policy for racial marginalization within the company, one that will regularly be communicated across the entire organization.

We do recognize racial inequality is a much broader societal issue with a long history. While our actions focus on our communities, we hope that these actions will have a ripple effect on society at large.

For this type of pledge to be effective in bringing about meaningful change, the accountability begins with me in my role as CEO of the Diann Shaddox Foundation for Essential Tremor and a Native American. All Board Members and Advisory Groups will be held accountable to help achieve the objectives we have set out.

We're committed to modeling diversity and inclusion for the entire nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, DSF strives to:

See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our communities we serve.

Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.

Explore potential underlying, unquestioned assumptions that interfere with inclusiveness. Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission. Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.

Practice and encourage transparent communication in all interactions.

Commit time and resources to expand more diverse leadership within our board and advisory bodies.

Lead with respect and tolerance. We expect all to embrace this notion and to express it in interactions and through everyday practices.

DSF abides by the following action items to help promote diversity and inclusion in our work environment:

Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies. Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, inclusion, and equity efforts. Once the content is curated it will be added to our website so others can access.

Diann Shaddox _____

Diann Shaddox
CEO/Founder
Diann Shaddox Foundation for Essential Tremor