

MEDICAL MUTTS SERVICE DOGS INC.

Diversity, Equity and Inclusion Policy

Approved by Board on December 2nd 2021



We are committed to the principles of anti-discrimination and equitable access to all opportunities in all aspects of our advancement of the mission of our organization.

Provided here, are our operating definitions, which are included in Medical Mutts Service Dogs Inc., Equity, and Inclusion Policy

Diversity – refers to the variety of similarities and differences among people, often called diversity dimensions, including, but not limited to: gender, sex, gender identity and expression, ethnicity, race, native or indigenous identity/origin, age, generation, disability, sexual orientation, culture, religion, belief system, marital status, parental status, pregnancy, socio-economic status/caste, appearance, language and accent, mental health, education, geography, nationality, work style, work experience, job role and function, thinking style, and personality type. Representation of various diversity dimensions within organizations may vary by geography, time, or organization.

Equity – is about fairness and justice. It is about taking deliberate actions to remove systemic, group, and individual barriers and obstacles that hinder opportunities and disrupt well-being. Equity is achieved through the identification and elimination of policies, practices, attitudes, and cultural messages that create and reinforce unfair outcomes.

Inclusion – is a dynamic state of feeling, belonging, and operating in which diversity is leveraged and valued to create a fair, healthy, and high-performing organization or community. An inclusive culture and environment ensure equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, heard, engaged, motivated, and valued for who they are.

We believe the difference between equality and equity must be emphasized. Although both promote fairness, equality achieves this by treating everyone the same, regardless of need and circumstances. Equity achieves this by treating people differently dependent on need, circumstance, and consideration of historical and systemic inequities.

Our Commitment

- Everyone at Medical Mutts, including paid employees, volunteers, consultants/suppliers, and other stakeholders, will adhere to this policy.
- Medical Mutts' Executive Director will strive to ensure that everyone involved with the organization is knowledgeable about this policy and adheres to it.
- When Medical Mutts creates committees or groups, they will always endeavor to reflect the diversity of the globe and the communities we serve.
- Medical Mutts will strive to align with organizations that share our DEI principles and values.