



Green The Environment (GTE)

Diversity, Equity & Inclusion

DEI Policy Of Green The Environment



+8801971-461490



+8802222245638



House# 14, Road# 12,
PC Culture Housing Society,
Block: Kha, Shekhertek,
Adabor, Dhaka -1207



greente1999@gmail.com
greente1999@outlook.com

Diversity, Equity & Inclusion (DEI) Policy Of Green The Environment

1. Introduction

Green The Environment is committed to fostering a culture of Diversity, Equity, and Inclusion (DEI) both within our organization and in the communities we serve. We recognize that our mission to create a just, equitable, and sustainable society can only be achieved when everyone, regardless of their background, identity, or circumstances, has equal access to opportunities and can participate fully in all aspects of society. This DEI policy reflects our dedication to these core values, ensuring that our practices are inclusive, equitable, and empowering for all.

2. Our Vision for DEI

Green The Environment's vision is to build a society where diversity is celebrated, where equity is prioritized, and where inclusion is at the heart of our work. We aim to ensure that all individuals, particularly marginalized and vulnerable populations such as women, children, and indigenous communities, have the opportunity to thrive and contribute to the sustainable development of their communities. By embracing DEI, we will strengthen the impact of our programs and create a more inclusive and just society.

3. Our Commitment to Diversity

We are committed to creating a diverse environment where individuals of different races, ethnicities, genders, ages, abilities, religious beliefs, sexual orientations, and socio-economic backgrounds are valued and respected. Our approach to diversity focuses on recognizing and celebrating the unique contributions and experiences that each individual brings to the table.

- **Workforce Diversity:** We actively promote diversity within our workforce and leadership, ensuring representation from all groups, particularly those from underrepresented and marginalized communities.
- **Community Diversity:** Our programs are designed to reach a wide range of communities, with a focus on vulnerable populations, including women, children, indigenous people, and other marginalized groups.

4. Our Commitment to Equity

Equity is central to our mission. We believe that providing equal access to opportunities and resources is essential to breaking down systemic barriers and promoting social justice. Equity goes beyond equality; it recognizes that different individuals and groups may require different levels of support to achieve equal outcomes.

- **Fair Access to Resources:** We will ensure that our programs and services are accessible to all, with a particular emphasis on reaching the most marginalized groups such as women, children, and those from disadvantaged backgrounds.
- **Removing Systemic Barriers:** We are committed to addressing and dismantling the structural inequalities that hinder the progress of marginalized populations.
- **Targeted Support:** We will implement programs that provide tailored support to disadvantaged groups, including women in climate-vulnerable areas, indigenous communities, and youth facing socio-economic challenges.

5. Our Commitment to Inclusion

Inclusion is about creating environments where all individuals, regardless of their background or identity, feel respected, valued, and empowered to fully participate. Green The Environment fosters an inclusive culture where everyone can contribute to the organization's mission and feel supported in their growth.

- **Inclusive Decision-Making:** We are committed to involving all stakeholders, especially marginalized groups, in the decision-making processes of our programs. This ensures that their voices are heard and considered in shaping policies, services, and interventions.
- **Safe and Respectful Environment:** We will create and maintain a work environment that is free from discrimination, harassment, and bias. All personnel, volunteers, and community members must feel safe and supported.
- **Celebrating Differences:** We will promote an inclusive environment where diversity is celebrated, and individuals' unique experiences and perspectives are acknowledged and respected.

6. Key Strategies to Advance DEI

To achieve our DEI goals, Green The Environment will implement the following strategies:

Diverse and Inclusive Hiring Practices: We will actively recruit individuals from diverse backgrounds and create a workplace where people feel respected, supported, and have equal opportunities for advancement. This includes specific

- measures to recruit women, indigenous communities, persons with disabilities, and other marginalized groups.
- **Training and Capacity Building:** We will provide ongoing training for all staff, volunteers, and stakeholders on DEI principles, including unconscious bias, cultural competence, and inclusive leadership. This training will be aimed at fostering a deeper understanding of DEI issues and promoting an inclusive organizational culture.
- **Community Engagement:** We will work closely with community leaders and members, ensuring that all voices, especially those from marginalized groups, are involved in planning, implementing, and evaluating our programs. We will encourage community-led development and promote inclusive decision-making.
- **Accessible Programs:** We will ensure that our programs are accessible to people with disabilities and others with specific needs, through reasonable accommodation, targeted outreach, and accessible facilities and materials.
- **Monitoring and Accountability:** We will regularly assess and track our progress on DEI goals, using both qualitative and quantitative data. This includes collecting feedback from staff, partners, and communities, and ensuring that DEI principles are integrated into our monitoring and evaluation processes.

7. Accountability and Governance

Green The Environment is committed to ensuring accountability in all aspects of our work. Our leadership and management will take responsibility for upholding and promoting DEI principles both internally and externally. This includes:

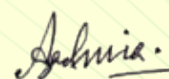
- **Leadership Commitment:** Senior leadership will champion DEI, ensuring that these principles are reflected in the organization's strategic direction and daily operations.
- **Continuous Learning and Improvement:** We will regularly review and update our DEI policies and practices to ensure they remain effective and relevant. This includes integrating lessons learned and best practices to refine our approach.
- **Feedback Mechanism:** We will establish clear channels for employees, program participants, and community members to provide feedback on DEI-related issues. This will allow us to address concerns and make adjustments to our approach as needed.

8. Specific Areas of Focus

- **Gender Equality:** We are committed to achieving gender parity at all levels within the organization. We will address gender-based barriers, ensure equal opportunities for career advancement, and promote women's leadership, especially in climate change, renewable energy, and governance sectors.
- **Disability Inclusion:** We will ensure that people with disabilities are fully included in our programs, both as participants and as staff members. This includes offering targeted employment opportunities and making reasonable accommodations to facilitate participation.
- **Racial and Ethnic Inclusion:** We will work to eliminate racial and ethnic discrimination within our organization and in the communities we serve. We will promote the inclusion of marginalized ethnic and racial groups in all decision-making processes.
- **Support for LGBTQIA+ Individuals:** We are committed to creating a safe and inclusive environment for all LGBTQIA+ employees and stakeholders. This includes addressing specific needs and challenges faced by LGBTQIA+ individuals in the workplace and in the communities we serve.

9. Conclusion

At Green The Environment, we believe that diversity, equity, and inclusion are essential for creating sustainable, just, and resilient communities. Through this DEI policy, we commit to making continuous progress toward fostering an environment where all individuals are treated with dignity, respect, and fairness. We will remain steadfast in our mission to create opportunities for all, with a particular focus on vulnerable groups, and work towards a society where everyone has the chance to thrive and contribute to sustainable development. By embedding DEI into our organizational culture and programmatic work, we aim to contribute to the achievement of the Sustainable Development Goals (SDGs) and a more inclusive, equitable, and sustainable future for all.



Azad Mia
Executive Director
Green The Environment
Dhaka, Bangladesh

