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## **NAMI Vermont Diversity, Equity and Inclusion Policy and Procedure**

*[Adopted by the NAMI Vermont Board of Directors on January 19, 2013; Amended/Rewritten, Approved by the Board 9/11/21; Amended, Approved by the Board 9/12/2023.]*

NAMI Vermont supports, educates and advocates so that all communities, families, and individuals affected by mental illness or mental health challenges can build better lives.

NAMI Vermont staff, volunteers and board members are committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

NAMI Vermont shall actively recruit, engage, and serve Vermonters from every geographic area of the state. We embrace differences in race, culture, national origin, caste origin, citizen status, ethnicity, age, spiritual and religious belief, socio-economic status, sexual orientation, sex, gender identity, physical and mental ability, body size, education, and occupation, and we encourage participation by all members of the diverse community we serve. We shall not discriminate in our policies, provision of support, education, or advocacy work.

The NAMI Vermont Board of Directors will review its own composition and membership demographics to evaluate its alignment to those of the state on an annual basis.

All NAMI Vermont staff, volunteers and community members have a responsibility to treat others with dignity and respect at all times. All NAMI Vermont staff, volunteers and community members are expected to exhibit conduct that reflects inclusion during work, NAMI Vermont programs, events, and advocacy.

Any NAMI Vermont staff, volunteer and community member found to have exhibited any inappropriate conduct or behavior against others will be subject to clarification, discussion or disciplinary action by the President, Executive Director, or other NAMI Vermont leader.

Any NAMI Vermont staff, volunteer and community member who believe they have been subjected to any kind of discrimination that conflicts with NAMI Vermont's diversity policy and initiatives should seek assistance from the NAMI Vermont staff or NAMI Vermont board president to address the inequity.