

Diversity, Equity and Inclusion Policy

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DIVERSITY, EQUITY AND INCLUSION POLICY

INTRODUCTION:

The Fundació Joan Miró is committed to promoting diversity, equity and inclusion in all its activities. We acknowledge that all forms of diversity enhance our institution and enable us to achieve our maximum potential as a foundation. This policy sets out our commitments and approaches to guarantee a respectful and rewarding environment for all people, no matter their ethnic origin, race, gender, sexual orientation, religion, diverse abilities or other personal traits.

AIMS:

To promote equal opportunities and inclusion for all individuals, no matter their ethnic origin, race, gender, sexual orientation, religion, abilities or other personal traits, in all the institution's activities and programmes.

To foster sensitivity and awareness regarding issues of diversity, equity and inclusion among all the Fundació's team members and stakeholders.

To eliminate any discrimination and harassment based on race, ethnicity, gender, sexual orientation, religion, disability or other personal traits, and to create a safe and respectful environment where everyone feels valued and respected.

COMMITMENTS:

Equal Opportunity: The Fundació will ensure that everyone has equal opportunity in accessing programmes, activities, services and employment, no matter their ethnic origin, race, gender, sexual orientation, religion, diverse abilities or other personal traits.

Education and Awareness: The Fundació will promote education and awareness on issues of diversity, equity and inclusion among its staff and all other stakeholders through training, campaigns, workshops and educational resources.

Prevention of Harassment and Discrimination: The Fundació will take steps to prevent and address any harassment and discrimination based on race, ethnicity, gender, sexual orientation, religion, diverse abilities or other personal traits. This includes

implementing clear policies and procedures for reporting and addressing any harassment or discrimination incidents.

Active Involvement: The active involvement of all people in decision-making and the planning of programmes and activities will be encouraged, ensuring that the voices of people of all personal traits are heard and respected.

Promotion of Diversity: The Fundació will promote diversity at all levels of the organisation and strive to reflect the diversity of society in its team, leadership and programmes.

Inclusive Language: Inclusive language will be employed in all Fundació communication, including documents, websites and promotional material.

Partnerships and Collaborations: The Fundació will seek partners and collaborators who share our commitment to diversity, equity and inclusion in all areas of our work.

RESPONSIBILITY:

All of the Fundació's team members and stakeholders are responsible for complying with this policy and contributing to the creation of an inclusive, respectful environment.

EVALUATION AND REVIEW:

This policy will be periodically reviewed to ensure that it remains relevant and effective in promoting diversity, equity and inclusion in the Fundació. Changes that reflect advancements in the field will be made as necessary.

We at the Fundació are committed to diversity, equity and inclusion in all our activities and work to create a more inclusive, equitable world for everyone.



Marko Daniel

Fundació Joan Miró Director