**Nanaimo Women’s Business Netwok DEI Commitment Statement**

At NWBN, we are committed to fostering a diverse, equitable, and inclusive environment in all aspects of our operations, events, and activities. We recognize that diversity encompasses differences in race, ethnicity, gender, age, sexual orientation, religion, disability, nationality, and other individual characteristics, and we value the unique perspectives, experiences, and contributions that each person brings to our organization.

**Our DEl Commitment:**

**Diversity:** We are committed to promoting diversity by actively seeking to include individuals from different backgrounds, cultures, and communities in our membership base, events and presentations, volunteers, and leadership positions. This commitment extends to ensuring representation from a variety of perspectives, including women, non-binary, 2-spirit, and gender-diverse folks. We strive to create a welcoming and inclusive environment where all individuals are respected, valued, and empowered to reach their fullest potential.

**Equity:** We are dedicated to promoting equity by addressing systemic and structural barriers that may disproportionately impact certain groups or individuals. We aim to provide equal opportunities for all, and we actively work towards eliminating discrimination, bias, and inequality in our policies, practices, and decision-making processes.

**Inclusion:** We are committed to promoting inclusion by creating a sense of belonging and community for all individuals, regardless of their backgrounds or identities. We strive to create spaces where everyone feels valued, respected, seen, and included, and where diverse perspectives and voices are actively sought, heard, and valued.

**Education and Training:** We are committed to providing ongoing education and training opportunities for our board and members to increase awareness, understanding and skills related to diversity, equity and inclusion. We aim to continuously improve our understanding of DEl concepts and best practices and to apply that knowledge in our daily operations and interactions.

**Accountability and Transparency:** We are committed to being transparent and holding ourselves accountable for our DEl efforts. We will regularly assess and measure our progress towards our DEl goals, and we will communicate our progress to our board, members, guests, and the wider community. We will also listen to feedback, learn from our mistakes, and continuously strive to improve our DEl initiatives.

**Collaborative Partnerships:** We are committed to building meaningful partnerships with diverse communities, organizations, and partners to work collaboratively towards achieving our DEl goals. We recognize that DEl is a shared responsibility, and we actively seek opportunities to engage in collective efforts to promote social justice, equity and inclusivity in our community.

This DEI Commitment Statement reflects our ongoing dedication to creating a diverse, equitable, and inclusive organization where all individuals feel welcomed, respected, and empowered. We strive to

live up to these commitments in all aspects of our operations and activities, and we invite our board, volunteers, members, guests, and the wider community to join us in this important journey towards a more inclusive and equitable society.