



Paws4ever's Racial Equity Diversity and Inclusion (REDI) Principles and Training:

Paws4ever is committed to Racial Equity, Diversity, and Inclusion (REDI) and we aim to create a workplace where every individual feels valued, empowered, and heard. Paws4ever's REDI principles that we ask staff and board members to support are below:

1) Embracing Racial Equity:

- Acknowledge and address the historical and systemic inequities that exist in our society.
- Strive to identify and dismantle any barriers that disproportionately affect individuals based on race or ethnicity.
- Commit to ongoing education and awareness about racial disparities and their impact on our work.

2) Celebrate Diversity:

- Value the unique perspectives and insights that each team member brings to the table.
- Foster an environment where diversity is not only tolerated but celebrated and integrated into our daily interactions.

3) Inclusive Communication:

- Practice open and respectful communication, valuing all viewpoints regardless of background.
- Listen actively to colleagues' experiences and learn from their stories.
- Use language that is sensitive to cultural differences and avoids stereotypes or assumptions.

4) Addressing Unconscious bias:

- Understand that unconscious biases may influence our perceptions and decisions, but commit to identifying and challenging these biases.
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- Engage in training and workshops designed to uncover and mitigate biases.

5) Equitable practices

- Review our policies, procedures, and practices to identify areas where racial disparities may arise.
- Take intentional steps to ensure that our processes are fair and accessible to all, regardless of their racial or ethnic background

6) Recruitment and hiring:

- Actively seek out diverse talent pools when recruiting new team members.
- Assess job descriptions and qualifications to ensure they are inclusive and not inadvertently biased.
- Strive for diverse interview panels to eliminate potential biases in the hiring process.

7) Continuous learning:

- Participate in ongoing education about racial equity, diversity, and inclusion.
- Apply your learnings to your work and interactions with colleagues and the community.

8) Reporting and Accountability:

- If you witness or experience any form of discrimination or inequity, promptly report it through the appropriate channels.

Now it's your turn to learn! To better familiarize yourself with the guidelines above, please review the videos found at the links below (these videos come from the [Companions and Animals for Reform and Equity](#) trainings that were completed by staff and board members in 2021-2022)

What is DEI (2:44)? [Mueni_What is DEI](#)

What does REDI stand for (2:02)? [Johnny_What Does REDI stand for](#)

Intro to REDI (:48): [Mike_Intro Video](#)

Benefits of REDI (1:57): [CEO Benefits of REDI](#)

Why we must consider history (3:13): [Mueni_Why we must consider history](#)

The seed of US History (4:28): [REDI-The Seed of US History](#)

Socially responsible vs. social justice (4:02): [CEO Socially Responsible vs Social Justice](#)

Please review the below 2 narratives found at this link: [CARE's Narrative Division produces stories that celebrate diversity \(careawo.org\)](#)

- Are we looking for reasons not to adopt (2:14)?
- Samantha and Emma (3:54)

Thank you for familiarizing yourself with Paws4ever's culture as it relates to REDI. It's important to recognize that achieving racial equity and fostering an inclusive environment is a shared responsibility among all team members, regardless of their role. By embracing these REDI principles, you are contributing to a workplace that values every individual's unique contributions and background. We look forward to working together to achieve our mission while fostering a culture of respect and inclusivity.