



FOR THE GOOD NON DISCRIMINATION POLICY

For the Good does not and shall not discriminate on the basis of race, tribe, clan, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing a respectful, trusting, inclusive and welcoming environment for all

FOR THE GOOD DIVERSITY GENDER AND INCLUSION STATEMENT

At For the Good, we are committed to providing a welcoming, inclusive, and equitable workplace environment for all members of our staff, clients, partners, volunteers, subcontractors, and vendors. Correlative to our mission of supporting girls' education to increase their agency, voice and opportunities, we feel it is critically important that our own organization create and support opportunities for women and ensures that their voices, knowledge and perspectives inform and direct our work in substantive ways. To ensure and promote gender inclusion in our workplace, For the Good will:

- Commit to diversity, inclusion and equity in our workplace and foster fair, consistent, and equitable treatment for all.
- Women's inclusion and input in our programs and staff is integral to our mission and critical to the success of our work. We will work to ensure that at least 50% of our staff and leadership are women and create development opportunities and leadership pipelines for female staff.
- Commit time and resources to foster leadership that reflects the diversity of the regions where we work.
- Create flexibility in our hiring and workplace environment that support women's ability to work while maintaining families.
- Create internship opportunities specifically targeting young women.
- Recognize that women are not a homogenous group. The needs, interests and concerns of young women, older women, women of different ability, clans, tribes and religious identity differ. We will strive to understand these needs and support them.
- Recognize that women's dress standards in the regions where we work vary substantially. We will respect women's choices to dress according to local cultural and religious norms.