

Manas Equality, Diversity & Inclusion Statement

Manas is an international organisation working to support partners to embed healing-centred responses to mass violence and to nurture equitable opportunities for recovery. We know that we must uphold our **Diversity, Equity, and Inclusion [DEI]** values in our workplace and in our external practice when engaging in different contexts of practice, often with the humanitarian community for us to advance these principles ethically, practically, and consistently across our practice.

One of our core value *in Manas* is to foster inclusion and intersectionality across our work. This means that we always consider the multiple identities and positions of individuals (e.g. considering age, social status, gender identity, sexual orientation, abilities) within the broader systems of power and discrimination to which they belong. We are committed to continuous reflection around power imbalance and to finding ways to tackle the imbalance.

We uphold the principle that all have the right to exist and to be in the world in a way that is free from violence and persecution. Differences are not only to be celebrated, but they always enrich the spaces where they play out. We apply this value to our work culture in our collaboration with partners, local actors, and the often very vulnerable individuals with whom we directly engage.

External practice

In all our work, we strive to create more equitable world where marginalised voices can be heard and where dignity, equity, and self-determination of every person is respected.

We stand alongside violence-affected communities and people to remove barriers and uphold fundamental rights. We recognise that individuals and communities have historically experienced barriers to participation to decision-making, influence, and leadership. This legacy of discriminatory structures and norms has often led to the crisis and cycles of violence we are trying to break. By advocating for trauma-informed approaches, our work is dedicated to enabling agency, inclusion, and an equitable world where every person can access opportunities and resources.

Internal practice

We adopt a zero-tolerance approach to discrimination on any of the protected grounds in the UK *Equality Act* (2010). We are committed to providing equal opportunities to all current and prospective employees and consultants regardless of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We aspire to have a diverse workforce because, in our view, diversity enables better business outcomes. We also believe that a more inclusive workplace, where people of

different backgrounds, different experiences, and from different places in the world, work together, ensures better outcomes for all staff. From application to interview, we place inclusion at the heart of all we do.

In particular, we are strongly committed to have members of our team from a wide range of backgrounds and breadth of experiences to apply and join *Manas*. We will take positive steps to ensure that our team members, consultants, stakeholders, and clients can enjoy an experience that is fair, equitable and free from discrimination in their dealings with us.

To help us achieve our goal of a diverse and inclusive workplace, we have implemented the following initiatives:

- We have set up regular reflective spaces as a team and peer-to-peer to engage with issues around diversity, self-reflection around the engagement with different cultural values, unconscious bias, transcultural work, etc in our practice.
- The constitution of our team reflects the inclusion of representative groups across: Gender and Sexual identities, social class/caste, and north/South - global majority.