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***NYVOAD DIVERSITY, EQUITY, INCLUSION & ANTI-DISCRIMINATION PLEDGE***

Thank you for your interest in membership in New York VOAD and/or a county COAD/VOAD in New York State.

This Diversity, Equity, Inclusion & Anti-discrimination Pledge is a requirement of your organization's application for membership or membership. Adherence to the Pledge is required for your organization to retain membership or a COAD charter in good standing within the NYVOAD, as per our bylaws.

Who Signs: The Executive Director, Board Chair or senior level decision-maker for your organization's disaster work.

History: This Pledge was adopted by the NYVOAD Board of Directors in April 2021. It was adapted from a pledge originally written by the NYCVOAD Racial Justice and Equity Committee in 2020.



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In New York, with its cosmopolitan and rural populations, disaster responders prejudiced against or antagonistic to any survivor or responder because of their actual or perceived differences can cause great harm. NYVOAD and our members and county COADs seek to serve every person impacted by disaster in ways that preserve their dignity despite differences.

NYVOAD, our members and county COADs do hereby pledge to recognize and honor diversity, equity and inclusion through 1) the dignity of each person impacted by disaster and 2) each person’s right to non-discriminatory services. To the extent necessary to provide non-discriminatory services with integrity, we pledge also to promote diversity, equity and inclusion, including racial justice, in our organizational structure, policies, and practices as well as professional standards. In addition, on behalf of all those impacted by disaster within our state, NYVOAD asks any National VOAD member or other voluntary organization responders to New York to sign this pledge.

As part of this pledge, our organization will:

- Treat all disaster survivors first as human beings who have the right to receive assistance which honors their dignity.
- Abide by [New York State Human Rights Law](#) and, when applicable, [NYC Human Rights Law](#)/Local Laws.
- Establish a procedure for NYVOAD, your organization and any partners we deploy (paid or volunteer) to read and abide by this pledge, and to address violations, intentional or unintentional, through processes that educate rather than penalize.
- Recruit, hire, train, mentor and deploy personnel (paid or volunteer) based on capacity and skills.
- Treat volunteers with dignity and assign them meaningful work according to their competencies, whenever possible.
- Train and assess personnel (paid or volunteer) for their assigned roles, including appropriate cultural and religious competence and cultural humility.
- Whenever possible, deploy personnel based on impacted-community needs and reflecting community demographics.
- Offer trainings and share resources that address anti-discrimination, cultural competency, religious competency, and special needs competency, along with DEI and anti-discrimination professional development. (A list of some recommended resources is available at this [link](#). You are also invited to make suggestions to: [nyvoad@gmail.com](mailto:nyvoad@gmail.com).)
- Provide services to all who need them and who consent, screening only by donor and/or program eligibility and without discrimination based on any other grounds (perceived or actual) including, but not limited to: \*

- |                                     |  |
|-------------------------------------|--|
| Ability (F, S, C)                   | Gender Expression or Identity (F, S, C)                              |
| Accent                              | Housing Status   |
| Age (F, S, C)                       | Language   |
| Arrest/Conviction Record            | Personal Health Choices ( <i>excluding those harmful to others</i> ) |
| Beliefs/Faith or Religion (F, S, C) | Political Party or Beliefs   |
| Citizenship Status (C)              | Sexual Orientation (F, S, C)   |
| Cultural/Religious Expression/Dress | Race (F, S, C)   |
| Ethnicity                           | Religion or Religious Accommodation (F, S, C)                        |

*\*(F,S,C) designates protected classes under federal antidiscrimination laws(F), New York State Human Rights Law (S), and/or New York City Human Rights Law (C).*

In summary, as VOAD service providers in this state, we undertake to do no harm, including that of perpetuating discrimination based on prejudice regarding differences. We value diversity, equity, and inclusion.

Name: \_\_\_\_\_

Title: \_\_\_\_\_

Organization \_\_\_\_\_

Signature: \_\_\_\_\_