



POLICY ON DIVERSITY AND GENDER EQUALITY POLICY

Approved by: The Board of Afrikagrupperna

Adoption date: February 2024

Responsible: Secretary General

This Policy expresses the values of Afrikagrupperna on diversity and gender equality. It will be used as a tool in the work to prevent discrimination and promote inclusion and openness at Afrikagrupperna. The policy applies to staff, members of the Board and other representatives of the organisation.

Afrikagrupperna aims to be an organisation open to all, regardless of ethnicity, religion or other beliefs, functionality, sex, gender identity or expression, sexual orientation and age. Salaries, employment conditions and development opportunities shall be designed in such a way that equal opportunities are given to all. Afrikagrupperna shall be an equal workplace that encourages differences.

Afrikagrupperna, as an organisation and workplace, shall be characterised by openness, inclusion, accessibility and a high level of awareness. People should feel welcome to engage, participate in and influence the operations of the organisation. Differences create opportunities and innovations that add new perspectives and ideas. Afrikagrupperna wants to increase its attractiveness as a workplace and contribute to attracting committed employees and elected representatives.

- Afrikagrupperna aims for a workplace/organisation/Board that is characterised by diversity.
- All Afrikagrupperna staff members should be able to combine work and parenting in a natural way.

- All people, regardless of gender identity, should perceive Afrikagrupperna as a gender equal organisation.
- Gender equality and diversity should always be taken into consideration when recruiting new members of staff.

Diversity and gender equality concern all Afrikagrupperna employees. Every employee and the electorate are responsible for working actively with diversity and gender issues in their daily work. In addition to the Diversity and Gender Equality Policy, internal guidelines provide detailed guidance on how Afrikagrupperna and its employees are expected to deal with diversity and gender equality issues.

It is the responsibility of the Board to develop and determine the policies that the organisation needs. These policies shall be adopted annually by the Board at the beginning of a new term of office. The Board will then also instruct the Secretary General to ensure compliance in the daily work of the organisation through guidelines and procedures.

Contact post@afrikagrupperna.se for any questions.