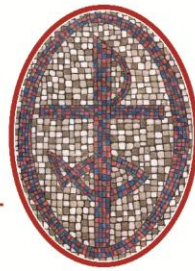




<b>Title:</b>	<b>Diversity, Equity and Inclusion Policy</b>
<b>Policy statement:</b>	<p>The commitments made in this Policy apply to all of DSPR's work, including our core concurrent strategic direction</p> <p>The commitments confirmed in this Policy are in line with DSPR's Code of Conduct, and the ACT Alliance Code of Conduct. This Policy should be read in conjunction with the separate DSPR Justice Policy.</p> <p>DSPR, as an organization is committed to improving the safety, dignity and rights of conflict, disaster and displacement affected communities, Department of Service for Palestinian Refugees (DSPR) values diversity and equity and promotes inclusion of all people in our work, especially in our humanitarian and development work.</p> <p>DSPR confirms a strong commitment to the inclusion and representation of those who are vulnerable and or affected by the intersecting drivers of marginalisation and exclusion, including and not restricted to race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, poverty, class, or socio-economic status. This commitment is founded on:</p> <ul style="list-style-type: none"> <li>• Our belief as a Christian organisation that all persons are created in the image of God and are thus equals with the same basic rights and human dignity;</li> <li>• Our recognition that affected communities have the right, the capacity, and the desire to be active analysts and agents of change in initiatives taken on their behalf;</li> <li>• Our recognition that the active participation, ownership and engagement of affected communities in humanitarian and development programs brings valued and diverse perspectives, richer context and risk analysis, understanding of how to strengthen existing community protection mechanisms, poignant insights into untapped capacity, and scope for new approaches and innovation;</li> <li>• Our commitment to uphold humanitarian principles, particularly impartiality, our rights-based commitment to non-discrimination, and our protection principles.</li> </ul> <p><i>Approaches</i></p> <p>DSPR's rights-based approach recognises all people as 'rights holders'. As rights-holders, all people at risk or affected by conflict, disasters or displacement have the right to request and receive assistance and protection. Promoting the application of a rights-based approach ensures that our support is targeted at the most vulnerable and those most at risk of discrimination, exclusion, marginalisation and other human rights abuses.</p> <p>All project design, implementation, monitoring and evaluation processes will seek to expose direct and indirect discrimination and social exclusion that may occur as a consequence of the combination of identities and intersection of age, gender and other diversities. It aims to identify assumptions, stereotypes and prejudices, and address these.</p>



DSPR will seek to draw on strengths and capacities of all people to enable inclusive and strengths-based approaches. It is recognised that programming and advocacy often require a combination of approaches, and DSPR will choose these carefully according to contexts, alignment with our values and principles, and evidence-based social and behavioural change research.

DSPR is committed to promoting equality and equity as common values as well as promoting gender, disability, diversity and age mainstreaming and targeted action to address associated inequalities.

DSPR aims to apply this Policy by:

- Active promotion of inclusion and respect for diversity within our organization, within our partnerships and the programs we support, and in the way we communicate our work;
- Ensuring that exclusion of any individual or group within a target group or community on discriminatory grounds is recognised as discrimination and is proscribed;
- Integrating 'do-no-harm' criteria through our programs as they relate to vulnerable groups;
- Taking an inclusive approach to our work that seeks to identify and address barriers that prevent vulnerable people from participating in and benefiting from program and advocacy outcomes, thereby ensuring safe, dignified and meaningful access to initiatives hosted by DSPR and partners.

Two specific foci of this Policy include inclusion of people living with disabilities and age sensitiveness and inclusions actions:

*Inclusion of people living with disabilities*

- Promoting participation for people living with disabilities in making decisions which affect their lives;
- The prevention of and response to sexual exploitation, abuse and harassment of people living with disabilities;
- Recognizing the multi-level discrimination often experienced by people living with disabilities, and offer targeted protection and assistance to reduce threats and vulnerabilities, increase capacity and address barriers to participation.

*Age sensitive and inclusive actions*

- Understanding age is an important consideration in our work, as elderly people and young people face different risks, social pressures and obstacles, and have differing abilities and strengths;



	<ul style="list-style-type: none"> <li>• The prevention of and response to sexual exploitation, abuse and harassment of all age groups, including children, youth and elderly people;</li> <li>• Promoting participation for different age groups in decisions which affect their lives;</li> <li>• Reduce at risk behaviour amongst young people by intentionally building resilience and support networks.</li> </ul> <p>DSPR aims to apply this Policy by:</p> <ul style="list-style-type: none"> <li>• Active promotion of inclusion and respect for diversity within our organization, within our partnerships and the programs we support, and in the way we communicate our work;</li> <li>• Ensuring that exclusion of any individual or group within a target group or community on discriminatory grounds is recognised as discrimination and is proscribed;</li> <li>• Integrating ‘do-no-harm’ criteria through our programs as they relate to vulnerable groups;</li> <li>• Taking an inclusive approach to our work that seeks to identify and address barriers that prevent vulnerable people from participating in and benefiting from program and advocacy outcomes, thereby ensuring safe, dignified and meaningful access to initiatives hosted by DSPR and partners.</li> </ul>
<p><b>Procedures:</b></p>	<p>The primary procedure for DSPR under this policy is to provide a clear and consistent framework. Annex 1: Awareness, training and orientation package for DEI policy is a package that support the creation and sustainability of an inclusive workplace culture where everyone is treated with dignity, fairness, and respect.</p>
<p><b>Definitions:</b></p>	<p><b>Disability:</b> DSPR applies the definition of disability from the Minimum Standards for Age and Disability Inclusion in Humanitarian Aid:<sup>1</sup></p> <p><i>People with disabilities include women, men, girls and boys with long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others (see Article 1 of the UN Convention on the Rights of Persons with Disabilities). An illness can develop into an impairment or disability because of its duration or chronic nature. In the context of a humanitarian crisis, an injury or other impairment might be considered a disability if it hinders a person’s access to, and participation in, humanitarian assistance. It is important to recognise not only individuals’ impairments, but also the environmental and attitudinal barriers that limit their participation.</i></p>

<sup>1</sup> This definition comes from the Minimum Standards for Age and Disability Inclusion in Humanitarian Action [www.helpage.org/what-we-do/emergencies/adcap-age-and-disability-capacity-building-programme/](http://www.helpage.org/what-we-do/emergencies/adcap-age-and-disability-capacity-building-programme/)



Our definition of disability includes “episodic” impairments,<sup>2</sup> in line with the “evolving concept of disability”.<sup>3</sup>

**Disability Inclusion:** a term used by people with disabilities and other disability rights advocates for the idea that all people should freely, openly and without pity accommodate any person with a disability without restrictions or limitations of any kind.

**Discrimination:** Discrimination includes the exclusion of, mistreatment of, or action against an individual based on social status, race, ethnicity, caste, indigeneity, colour, religion, gender, age, marital status, national origin, displacement, political affiliation, disability or other any personal characteristics

**Diversity:** Diversity refers to the variety of visible and invisible differences between people within a community, target group or work place environment.

**Ethnicity:** the fact or state of belonging to a group that has a common national or cultural tradition.

**Exclusion:** the process of excluding or the state of being excluded.

**Gender:** Refers to the differences between women and men, boys, and girls within the same household and within and between cultures that are socially and culturally constructed and change over time. These differences are reflected in the roles, responsibilities, access to resources, constraints, opportunities, needs, perceptions, views, etc., conceptualized by both women and men and their interdependence relationships.

**Gender Equality:** It is the equal valuing by society of the similarities and the differences of girls, women, boys and men, and the roles they play. This means that girls, women, boys, and men have equal conditions for realizing their full human rights and for contributing to, and benefiting from, economic, social, cultural, and political development. It is based on women and men being full partners in their home, their community, and their society. Gender equality starts with equal valuing of girls and boys.

**Gender Equity:** This means the “fairness of treatment for women and men, according to their respective needs and **human rights**, including the equal treatment or treatment considered equivalent in terms of rights, benefits, obligations and opportunities”. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on the same level.

**Gender mainstreaming:** A strategy for making the concerns and experiences of women and men an integral dimension of the design, implementation, monitoring and evaluation of the

<sup>2</sup> “Episodic disabilities are characterised by fluctuating periods and degrees of illness and wellness, or in the language of the social model of disability, impairment and non-impairment. Episodic disabilities are typically unpredictable.”, page 7 of “Episodic Disabilities and Post-secondary Education in Canada. A Review of the Literature” at [http://www.hivandrehab.ca/wp-content/uploads/FINAL\\_Lit\\_Review.pdf](http://www.hivandrehab.ca/wp-content/uploads/FINAL_Lit_Review.pdf)

<sup>3</sup> See page 9, footnote 11 of DFAT’s “Development for All 2015- 2020” <http://dfat.gov.au/about-us/publications/Pages/development-for-all-2015-2020.aspx>



	<p>policies and programs in all political, economic, and societal spheres so that women and men benefit equally, and inequality is not perpetuated.</p> <p><b>Gender analysis:</b> Examines the power and relationship between women and men and their access to and control over resources and benefits, their roles and the constraints they face relative to each other. A gender analysis should be integrated into the humanitarian needs assessment and in all sector assessments or situation analysis.</p> <p><b>Gender sensitivity:</b> The proper awareness of the different needs, roles, and responsibilities of women and men in design, implementation, monitoring, and evaluation of policy and programs in all spheres.</p> <p><b>Gender policy principles:</b> a framework that explains the basic principles on which an organization’s gender policy is based, and thus gives direction to achieve gender equality.</p> <p><b>Gender disaggregated data:</b> the qualitative and quantitative analysis of gender disaggregated statistical information.</p> <p><b>Gender-based violence (GBV)</b> An umbrella term for any harmful act that is perpetrated against a person’s will, and that is based on socially ascribed (gender) differences, like power inequalities, between females and males. Acts of GBV violate a number of universal human rights. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, sexual exploitation and abuse, rape, forced prostitution, domestic violence, trafficking, forced/early marriage, harmful traditional practices, honor killing and widow inheritance.</p> <p><b>Non-discrimination:</b> ensuring that all of the affected population including women, men, girls and boys with disabilities can access assistance and benefit from humanitarian response on an equal basis with others.</p> <p><b>Meaningful access:</b> ensuring that any barriers affecting the access and participation of people with disabilities and older people in humanitarian assistance and protection are addressed.</p> <p><b>Protection:</b> All activities aimed at securing full respect for the rights of individuals in accordance with the letter and the spirit of the relevant bodies of human rights and refugee rights. Protection activities aim to create an environment in which human dignity is respected, specific patterns of abuse are prevented or their immediate effects alleviated, and dignified conditions of life are restored through reparation, repatriation, restitution and rehabilitation.</p>
<p><b>Related Policies &amp; Procedures:</b></p>	<ul style="list-style-type: none"> <li>- Code of conduct</li> <li>- Safeguarding Policy</li> </ul>
<p><b>Why is the policy needed:</b></p>	<ul style="list-style-type: none"> <li>- To promote and actively practice inclusion of diversity within our organization, partnerships, programs and communications;</li> </ul>

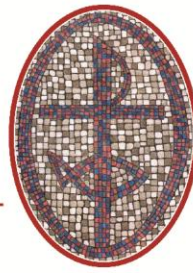


	<ul style="list-style-type: none"> <li>- Empower communities to transform power relationships in order to build a just, equitable and inclusive societies that enhance pluralism and sustain peace;</li> <li>- Ensure inclusion and active participation of vulnerable and marginalised people within any DSPR programming or initiatives;</li> <li>- Ensure decisions about programming and other initiatives are based on evidence that considers impact for people who may be vulnerable.</li> </ul>
<p><b>Principles and standards</b></p>	<p><i>DSPR is committed to the following standards and principles:</i></p> <ul style="list-style-type: none"> <li>• ACT Code of Good practice</li> <li>• The Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organizations in Disaster Relief</li> <li>• The Core Humanitarian Standard on Quality and Accountability</li> <li>• The Sphere Project – Humanitarian Charter and Minimum Standards in Disaster Response (2004)<sup>4</sup> and the Sphere Handbook.</li> <li>• The UN General Assembly Resolutions</li> </ul> <p>As a development and humanitarian organization working in contexts of protracted conflicts, DSPR is also committed to fulfilment of:</p> <ul style="list-style-type: none"> <li>• The UN Convention on the Rights of Persons with Disabilities (CRPD) which makes specific reference to the safety and protection of persons with disabilities in conflict and emergency situations (Article 11) as many not only face disproportionate risks in disaster situations, but are often excluded from relief and rehabilitation programs. Such exclusion makes it more difficult to effectively use and participate in standard disaster support services. The Convention also makes reference to the need for international development programs to be inclusive of, and accessible to, persons with disabilities (Article 32).</li> </ul> <p>This Policy complies with the Busan Partnership for Effective Development Cooperation which emphasizes the importance of partnerships for development.</p>
<p><b>Who must follow this policy:</b></p>	<p>This policy applies to all staff and associates.</p> <p>Staff includes:</p> <ul style="list-style-type: none"> <li>• all staff, national and international</li> <li>• all volunteers and interns</li> </ul>

<sup>4</sup> The Sphere Handbook



	<p>Associates include:</p> <ul style="list-style-type: none"> <li>● all contractors, e.g., consultants, vendors, etc</li> <li>● all Board Members</li> <li>● all partners including local community-based partners</li> </ul>
<b>Next formal review:</b>	Next review and approval date within 3 years of the above date or sooner if legislation, best practice or other circumstances indicate that it is necessary; <b>May 2028</b>
<b>Person responsible:</b>	DSPR Executive Director AC Executive Directors
<b>Version:</b>	11 June 2025
<b>Approved by:</b>	<p>Central Committee Members:</p> <p>Dr. Audeh Butros Audeh Quawas; Chairperson-Member at Large- Representing Orthodox Church Family</p> <p>Mr. Bassem Issa Audeh Thabet Vice- Chair- Delegate DSPR-ICC Jerusalem &amp; WB Area Committee</p> <p>Dr. Farah Atallah Farah Attallah; Treasurer- Delegate DSPR-NECC Jordan Area Committee</p> <p>Bishop Sani Ibrahim Charly Azar; Member at Large- Representing Episcopal – Lutheran Church Family</p> <p>Mrs. Sandra Tawfiq Habesch Khoury; Member at Large- Representing Catholic Church Family</p> <p>Dr. Jean Salaminian; Member at Large- Representing Eastern Orthodox Church Family</p> <p>Mr. George Jamal Jamil Antone; Delegate DSPR-NECC Gaza Area Committee</p> <p>Mr. Adel Nasser; Delegate DSPR-ICCI Galilee Area Committee</p> <p>MS. Nina Farah Shaddad; Delegate DSPR-JCC Lebanon Area Committee</p>
<b>Approval date:</b>	Central committee meeting: 4 July 2025



Annex 1: Awareness, training and orientation package for DEI policy