

MIDDLE GEORGIA ACCESS TO JUSTICE COUNCIL, INC.

DIVERSITY, EQUITY AND INCLUSION POLICY

2023

Section 1. Introduction

The core mission of Middle Georgia Access to Justice Council, Inc. (Middle Georgia Justice) is to help people get legal assistance when they cannot afford to pay for it. We furnish legal services to residents with low income throughout Bibb, Houston, Peach, Crawford, Monroe, Jones and Twiggs Counties, whose annual income does not exceed 300 percent of the federal poverty level. We believe in the rule of law, and that all people are equal before the law, and that the rule of law will be fully attained only if people have equal access to the law.

Middle Georgia Justice believes that our employees and the members of our Board of Directors should not only be competent, but that they should be selected without regard to race, gender or other demographic factors, and that this should result in a Board of Directors and in employees who reflect the diversity of the communities in which we work and live. We believe in treating our employees fairly and having them feel included and with a sense of belonging. We believe that this will help to further our core mission.

Section 2. Purpose

The purpose of this policy is to set down in writing our commitment to diversity, equity and inclusion.

Section 3. Commitment

Middle Georgia Justice commits itself to providing equal opportunity employment. We will select our employees without regard to race, gender or other demographic factors. We commit ourselves to treating our employees and those with whom we deal fairly and justly. We commit ourselves to fostering a culture of belonging where all employees feel included, are treated with dignity and respect, and are promoted on their merits. We are guided by the principles of honesty, integrity, trust, and respect as we work together to meet our objectives.

Section 4. Definitions

Diversity is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, disability, age, religious commitment or political perspective.

Equity is fairness, justice and impartiality.

Inclusion is a feeling of belonging where diverse persons actually feel welcomed and part of the group.

Section 5. Scope

This policy of diversity, equity and inclusion applies to Board members, officers, employees, and volunteer attorneys that we ask to help. It covers all areas of employment, including, but not limited to recruitment, hiring, job assignment, promotion, employee benefits, conditions of employment, remuneration, transfer, discipline, work environment, and termination of employment.

Section 6. Approach to Diversity, Equity and Inclusion.

Middle Georgia Justice believes that diversity, equity and inclusion strengthens our organization and supports our core mission. Therefore, our approach is enthusiastic.

Section 7. Responsibilities, Review and Reporting

Middle Georgia Justice's Board of Directors and its Executive Director will annually review our progress toward diversity, equity and inclusion. We have established a Diversity, Equity & Inclusion Committee to assist in this process of review.