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**Equity, Diversity, and Inclusion Policy**

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**Policy # 001 Equity, Diversity, and Inclusion Policy**

**Purpose**: The MRMS Research Foundation is committed to building a diverse, equitable, and truly inclusive organization for all people regardless of race, religion, culture, background, identity, gender, or disability/abilities.

**Statement:** The MRMS Research Foundation believes:

Its core values of our mission, vision, and values, and our foundation are strengthened when all members have a voice and are encouraged to present original ideas and contribute to our mission.

Every individual has unique experiences and backgrounds that can be contributed to our mission. It is our duty as leaders and community service providers to encourage and promote such contributions.

Equity, Diversity, and Inclusion are ongoing practice here at the MRMS Research Foundation that requires continuous engagement and focuses in order to promote the health, well-being, and success of everyone involved in the MRMS Research Foundation’s mission.

**Action Statements:**

1. The MRMS Research Foundation fosters a culture of acceptance, open-mindedness, care, compassion, empathy, and inclusion of all individuals and groups.
2. The MRMS Research Foundation focuses greatly on building stronger families and communities whose members have diverse cultures, experiences, and backgrounds.
3. The MRMS Research Foundation is committed to providing effective and supportive leadership in the development, evaluation, and implementation of a comprehensive set of programs and services to promote diversity and the understanding of differences.
4. The MRMS Research Foundation is continuously analyzing, developing, and implementing opportunities for engagement, education and training, and discourse related to areas of equity, inclusion, and diversity.
5. The MRMS Research Foundation will not, and does not discriminate against race, religion, identity, disability/ability, gender, culture, or background.

**Persons Covered:** The Equity, Diversion, and Inclusion Policy/Statement apply directly to ALL MRMS Research Foundation Employees, volunteers, clients, family members, or third-party businesses working with or for the MRMS Research Foundation in any/all MRMS-related activities, functions, events, education and/or training.

If you have any questions regarding the Equity, Diversion, and Inclusion Policy, or if you would like to make suggestions, or file a complaint, please contact:

Dr. Tracy Diefenbach, MRMS Founder, Clinician
President of Operations, Research, and Program Development
MRMS Research Foundation
816 2nd St NE Fosston Mn
Email: MRMSResearchFoundation@gmail.com

This policy was created on 01/01/2022 approved on 01/10/2024

Last reviewed and updated: 10/18/2024

Approved by:

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