

# Inclusivity Policy

## Montezuma Valley Volunteer Community Service Organization (MVVCSO)

*Effective Date: June 28, 2025*

---

### 1. Purpose

The purpose of this Inclusivity Policy is to ensure that MVVCSO's governance, programs, and operations reflect the diversity of the Ranchita community and provide equitable access to all residents, regardless of race, color, religion, gender, sexual orientation, national origin, age, disability, socioeconomic status, or any other protected characteristic. This policy supports MVVCSO's mission to serve all members of the community and aligns with its Northstars of community focus, transparency, inclusivity, and serving all members.

---

### 2. Authority

This policy is authorized by **Article XII** of the MVVCSO 2025 Bylaws, which mandates that the organization ensure inclusivity in its governance and programs. It is further supported by:

- **California Corporations Code:** Ensures governance practices are transparent and accountable.
  - **Nonprofit Integrity Act (NIA, Government Code § 12586):** Promotes ethical governance and financial transparency.
  - **IRS 501(c)(3):** Requires that the organization's activities are non-discriminatory and serve a public benefit.
  - **Unruh Civil Rights Act (California Civil Code § 51):** Prohibits discrimination in business practices and ensures equal access to all.
- 

### 3. Scope

This policy applies to all aspects of MVVCSO's operations, including:

- Governance (e.g., Board and committee composition)
- Program design and delivery
- Hiring and volunteer recruitment

- Training and education
  - Accessibility of facilities and communications
  - Feedback and reporting mechanisms
- 

## 4. Definitions

- **Inclusivity:** The practice of ensuring that all individuals, regardless of background or ability, have equal access to opportunities and resources within MVVCSO.
  - **Diversity:** Representation of different races, genders, ages, disabilities, socioeconomic statuses, and other characteristics within the organization.
  - **Equity:** Fair treatment and access to opportunities, addressing systemic barriers that may prevent full participation.
- 

## 5. Operational Commitments

### 5.1 Governance

- **Diverse Representation:** The Board of Directors and committees will strive to reflect the diversity of the Ranchita community, including underrepresented groups (e.g., seniors, youth, low-income residents, disabled individuals).
- **Recruitment:** Board and committee recruitment will prioritize candidates from diverse backgrounds, ensuring equitable opportunities for leadership roles.
- **Decision-Making:** Governance processes will include input from diverse community members through public forums, surveys, and advisory groups.

### 5.2 Programs

- **Needs Assessment:** Programs will be designed based on regular assessments of community needs, ensuring they address the concerns of all residents, including marginalized groups.
- **Equitable Access:** Services will be accessible to all, with accommodations for language, mobility, and technology barriers (e.g., transportation assistance, multilingual materials).
- **Cultural Competency:** Programs will be culturally sensitive and responsive to the diverse needs of the community.

### 5.3 Hiring and Volunteering

- **Non-Discriminatory Practices:** Recruitment for staff and volunteers will be open to all, with job postings and volunteer opportunities widely distributed to reach diverse candidates.

- **Fair Selection:** Selection processes will be based on merit and alignment with MVVCSO's mission, avoiding bias or favoritism.
- **Volunteer Training:** Volunteers will receive training on inclusivity and cultural competency to ensure respectful and effective service delivery.

#### 5.4 Training and Education

- **Annual Training:** All Covered Persons (e.g., Directors, officers, volunteers) will complete annual training on inclusivity, diversity, and anti-discrimination.
- **Community Education:** MVVCSO will offer workshops or resources to educate the community on inclusivity and equity.

#### 5.5 Accessibility

- **Physical Accessibility:** Facilities will comply with ADA standards, ensuring access for individuals with disabilities.
- **Communication Accessibility:** Materials will be available in multiple formats (e.g., large print, Spanish translations, screen-reader compatible) upon request.
- **Digital Accessibility:** Online platforms, if used, will be accessible to individuals with disabilities.

#### 5.6 Feedback Mechanisms

- **Community Input:** MVVCSO will hold quarterly public forums and distribute surveys to gather feedback on inclusivity efforts.
- **Reporting Discrimination:** A confidential reporting mechanism will be established for individuals to report discrimination or exclusion, with investigations handled by the Ethics Committee.

---

### 6. Enforcement and Review

#### 6.1 Audits and Assessments

- The Board will conduct an annual audit of inclusivity practices, reviewing governance, programs, and outreach to ensure alignment with this policy.

#### 6.2 Reporting

- Any individual who believes they have experienced or witnessed discrimination or exclusion may report it to the Ethics Committee via the Secretary.
- Reports will be investigated confidentially, with findings presented to the Board for resolution.

#### 6.3 Policy Review

- This policy will be reviewed annually by the Board to ensure it remains effective and compliant with evolving laws and community needs.
  - Amendments require a majority vote and 30 days' notice to Voting Members, per **Article VIII** of the bylaws.
- 

## 7. Compliance with Legal Standards

- **2025 Bylaws:** Complies with **Article XII**, ensuring inclusivity in governance and programs.
  - **California Corporations Code:** Supports transparent and accountable governance.
  - **Nonprofit Integrity Act (NIA):** Promotes ethical governance through inclusivity and public benefit.
  - **IRS 501(c)(3):** Ensures activities are non-discriminatory and serve the public good.
  - **Unruh Civil Rights Act:** Prohibits discrimination and ensures equal access.
- 

## 8. Alignment with MVVCSO Northstars

- **Community Focus:** Prioritizes the diverse needs of Ranchita residents.
  - **Transparency:** Ensures governance and programs are open and accountable.
  - **Inclusivity:** Fosters equitable participation for all.
  - **Serving All Members:** Addresses barriers to access for underserved groups.
-