

# Commitment to Diversity Equity & Inclusion



At OneSpirit Interfaith Foundation, we believe that diversity, equity, and inclusion (DEI) are more than just ideals, they are at the heart of who we are and how we show up in the world. Our interfaith community is built upon values of compassion and respect, celebrating the dignity and worth of every person, knowing that true leadership is built on a foundation of justice, belonging, and accessibility.

## ***The Global Backlash & Our Response***

In recent years, DEI initiatives have been challenged across the globe, with institutions in various countries stepping away from efforts to promote diversity, equity and inclusion. OneSpirit Interfaith Foundation stands firmly against this shift. We believe diversity is not something to be debated, it is a fact of life. Equity is not optional, it's necessary. And inclusion is not an extra, it's what makes communities truly thrive.

The dismantling of DEI programmes does not erase the lived experiences of marginalised communities, and it doesn't lessen our responsibility to be a force for compassion, understanding, and justice, it only slows the progress toward a more just, equitable, and compassionate world.

We will continue to uphold these values in everything we do, ensuring that interfaith ministry and spiritual leadership reflect the full richness of human experience and identity.

## ***How We Live This Commitment***

DEI is not just a principle that OneSpirit Interfaith Foundation stands by, it is woven into our daily work, shaping our community, curriculum, and the way we engage with our students, ministers, faculty, staff, trustees, and the world more broadly.

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*Here's how we put these values into action:*

***Inclusive Training & Curriculum*** – Our interfaith ministry training programme honours the wisdom of diverse spiritual traditions, cultures, and lived experiences.

***Equity in Access*** – We work to make our training available to as many people as possible through financial support, flexible learning structures, diverse and adaptable payment options, and ongoing efforts to remove barriers to participation.

***A Welcoming & Affirming Community*** – We strive to create spaces where people of all backgrounds, identities, and faiths (or none) feel safe, respected, and truly seen.

***Accessible & Inclusive Digital Spaces*** – We ensure our online materials are designed with accessibility in mind, including alt-text for images, appropriate colour contrast, and compatibility with screen readers, among other features.

***Representation in Media & Communication*** – We are committed to reflecting the diversity of our community in everything we create. By uplifting a wide range of voices, dialects, and languages, we ensure that our materials authentically represent the richness of the people we serve.

***Commitment to Continuous Learning*** – We are always listening, learning, and evolving to make sure our approach to DEI stays relevant and meaningful.

OneSpirit is proud to be a place where DEI is not an afterthought but a guiding principle. We invite those who share our vision of a more inclusive world to join us, whether as students, ministers, or supporters. Together, we can ensure that spiritual leadership remains a force for unity, justice, and transformation.