



## National Congress of Black Women, Inc. – Kansas City Chapter Diversity, Equity & Inclusion (DEI) Policy

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### Purpose

The purpose of this Diversity, Equity & Inclusion (DEI) Policy is to affirm the National Congress of Black Women, Inc. – Kansas City Chapter (NCBW-KC)'s ongoing commitment to diversity, equity, inclusion, and accessibility in all aspects of our governance, programs, and partnerships. This policy demonstrates our alignment with United Way's Impact 100 values and broader philanthropic standards that emphasize equitable access and inclusive leadership.

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### Scope

This policy applies to all members, officers, board members, volunteers, contractors, and partners of NCBW-KC. It covers recruitment, leadership, program design, community outreach, and organizational operations.

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### Definitions

- **Diversity** – The full spectrum of human differences including race, ethnicity, gender, gender identity, sexual orientation, age, religion, national origin, disability, socioeconomic status, and veteran status.
  - **Equity** – The fair treatment, access, opportunity, and advancement for all people, while striving to eliminate barriers that have historically led to inequities.
  - **Inclusion** – The active, intentional, and ongoing effort to ensure that everyone feels welcomed, respected, supported, and valued.
  - **Accessibility** – Designing programs and services to remove barriers for people of differing abilities, languages, cultures, and economic backgrounds.
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## Policy Commitments

### 1. Leadership and Governance

NCBW-KC seeks to ensure that its leadership and board reflect the diversity of the community we serve. We are committed to inclusive decision-making and to fostering an environment of belonging and respect.

### 2. Membership and Participation

Membership and leadership opportunities shall remain open to all individuals who share our mission and values. We will actively encourage participation from people of diverse backgrounds and lived experiences.

### 3. Programs and Services

All NCBW-KC initiatives—including scholarships, community outreach, youth development, and advocacy programs—will be designed and delivered to ensure inclusivity, accessibility, and cultural relevance.

### 4. Partnerships and Procurement

Whenever possible, NCBW-KC will partner with and procure goods or services from organizations, vendors, and businesses representing underrepresented communities.

### 5. Communication and Representation

We will use inclusive language, imagery, and messaging in all communications. Efforts will be made to reach audiences who may face barriers related to language, technology, or economic access.

### 6. Education and Training

The organization will encourage its board and members to engage in DEI education and awareness activities to deepen understanding and strengthen inclusive practices.

### 7. Accountability and Review

NCBW-KC will assess and review its DEI practices on an ongoing basis. Metrics such as board and member composition, community reach, and accessibility will be reviewed annually. Updates to this policy will be made as necessary to reflect progress and evolving best practices.

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## Reporting and Compliance

Any concerns or complaints related to discrimination, exclusion, or bias may be submitted in writing to the Executive Board for review and resolution. The Executive Board is responsible for ensuring this policy is upheld and that NCBW-KC's activities reflect our DEI commitments.

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## Conflict with Governing Documents

If any provision of this policy conflicts with the NCBW-KC Bylaws or the National organization's guidelines, the Bylaws shall take precedence. This policy is intended to complement and reinforce our mission and governing principles.

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## Effective Date and Review

This policy shall take effect upon approval by the Board of Directors and will be reviewed every two years or as required by funders or regulatory agencies.

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## Approval

Approved by the Board of Directors for the **National Congress of Black Women, Inc. – Kansas City Chapter**

Adopted on Wednesday, November 12, 2025

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*This policy affirms NCBW-KC's dedication to fostering a community where all individuals can contribute, thrive, and lead. Our mission to advocate for, educate, and empower women—particularly women of color—is grounded in the belief that diversity and inclusion strengthen every aspect of our work.*