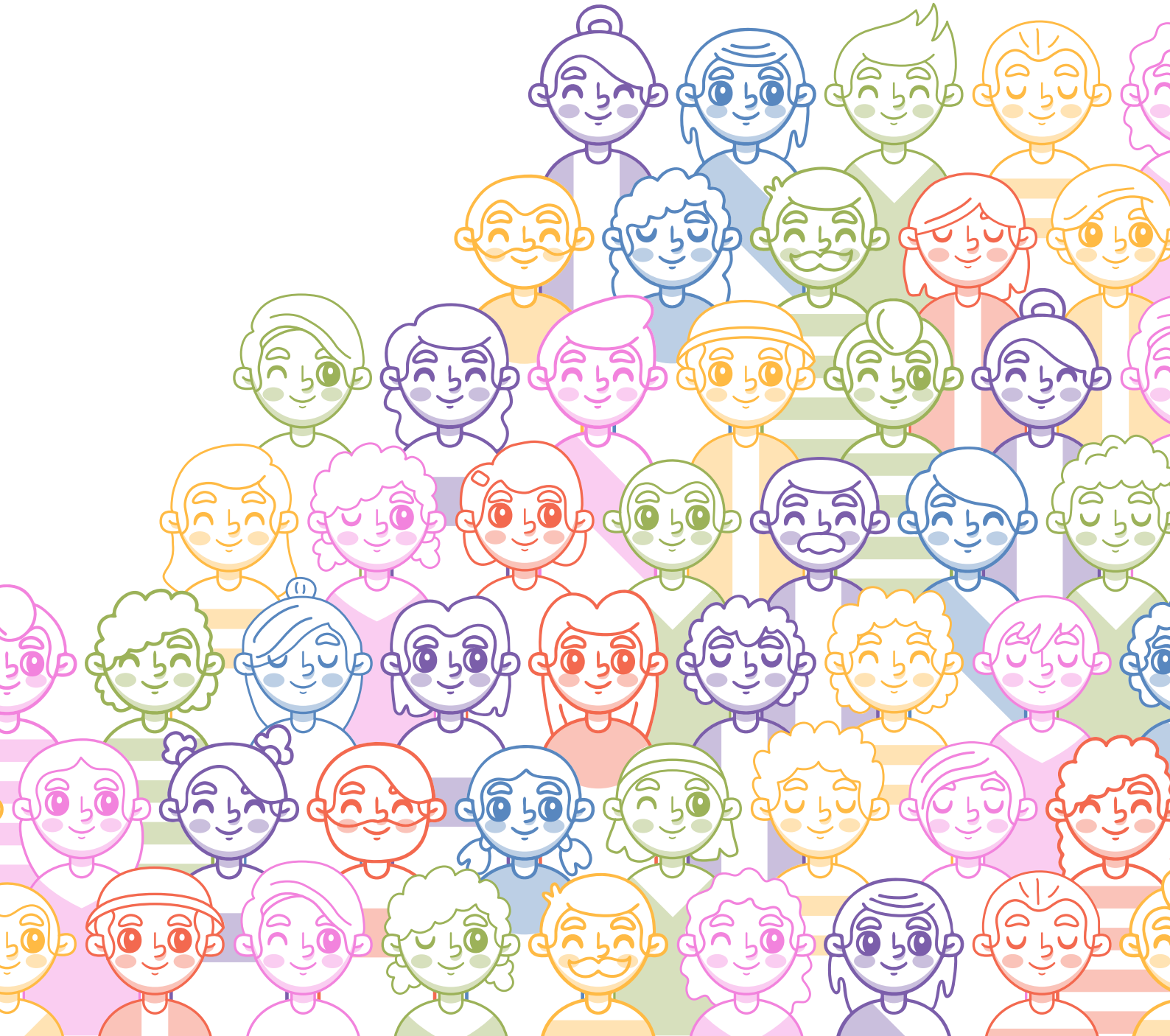
DIVERSITY, EQUITY, AND INCLUSION PLAN

of the Association for Environmental and Nature Protection "Eco Logic", 2025



» ASSOCIATION DETAILS

FULL LEGAL NAME (national language): Здружение за заштита и унапредување на животната средина Еко Логик

FULL LEGAL NAME (English): Association for the Protection and Promotion of the Environment Eco Logic

TYPE OF ORGANIZATION: NGO

ACRONYM: Eco Logic

DEPARTMENT: Sustainable Development

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A. DIVERSITY, EQUITY AND INCLUSION STATEMENT

Eco Logic is a non-profit organization dedicated to encouraging and supporting positive changes in the environment. The main activities of the organization focus on non-formal learning and education in fields such as sustainability and the Sustainable Development Goals (SDGs), climate change, environment and urban ecology, sustainable transport, inclusion, design thinking, and other fields involving both young people and adults.

Eco Logic strongly believes in the values of diversity, equity and inclusion as pillars for the achievement of all the goals and as components that allow growth and development, aligning with its essence.

B. STEPS TO DEVELOPING A DIVERSITY, EQUITY AND INCLUSION PLAN

DEFINITIONS

Diversity: It refers to the multiplicity and variety existing in our society and includes differences in age, gender, race, ethnicity, nationality, sexual orientation, religion, disabilities, abilities, status, social and economic backgrounds, learning needs, experiences, identities, and perspectives.

Equity: It is about guaranteeing all individuals access to programs and activities, ensuring fair treatment and opportunity, and removing any obstacles that they may face in order to acquire full participation.
Inclusion: It ensures that in those settings they have a stable and functional placement, creating a safe and protected environment where everybody feels valued and respected.

STEPS

To achieve those, Eco Logic will work in education and awareness.

How:

1. Proving to staff and members the right educational resources of DEI principles for understanding the reality and for setting a collective internal vision and developing a culture of inclusion
2. Improving relationships with the communities through workshops or training sessions, increasing accessibility to marginalized groups.
3. Monitor and evaluate the progress and goals

RESOURCES FOR DEI PRACTICES

1. DEI Toolkits and Guides
2. Legal DEI project
3. Glossaries and Inclusive Language Guides
4. The Equal Employment Opportunity Leadership Group
5. Catalyst and Meltzer center 2025 report on legal DEI

C. DIVERSITY, EQUITY AND INCLUSION SURVEYS

Eco Logic will encourage all members, staff, and volunteers to complete DEI surveys to review and discuss the results in order to increase awareness.

Some examples:

- Diversity survey: to value what diversity means to staff, board of directors, and volunteers, if they have a clear understanding of the definitions of diversity and inclusion, and if they received cultural competency and educational materials.

- Equity survey: to value the accessibility of programs and materials to assure that they are available in different languages and reachable for people with different abilities and backgrounds, in order to guarantee comprehension and inclusion.

- Inclusion survey: to value the inclusivity of the workspace, if the organization has incorporated a comprehensive definition of diversity that applies to all policies and procedures, if the mission and the recruitment of the organization are inclusive, and to make certain to have an inclusive work environment.

D. DEI RECCOMENTATIONS

1. Develop a DEI value statement that aligns with the organization's mission and vision.
2. Verify policies, procedures, volunteer policies, partnership standards, marketing, educational materials, and events to align them with DEI topics.
3. Review educational materials for cultural sensitivity and openness to diverse cultural or socioeconomic backgrounds.
4. Increase diversity in leadership, staff, and partner educators. Create a more inclusive workplace by increasing the diversity of staff and the board of directors.
5. Provide annual training on Diversity, Equity, and Inclusion topics for staff.
6. Staff shall evaluate current partnerships for being culturally representative of the community served and look for new partnerships that reflect equity, diversity, and inclusion standards.

E. INCLUSIVE ORGANIZATIONAL RESOURCES

Eco Logic will identify and update educational tools, board games, online platforms, and workshop materials to ensure inclusivity, accessi-bility, and engagement for students of diverse abilities and backgrounds.

ORP will identify, revise, and/or develop organization's resources (print-ed and web-based materials) when possible to ensure they are inclusive and accessible to all diverse learners, abilities, and populations of dif-ferent cultural backgrounds promotes greater awareness of and com-mitment to ORP's community needs.

Eco Logic will continuously identify, revise, and develop internal and external resources to ensure accessibility and inclusivity. These include:

- Educational materials and games adapted for different learning styles and abilities.
- Project platforms accessible to participants with disabilities.
- Online and printed communications designed to reflect diverse communities.

F. INCREASING DIVERSITY IN LEADERSHIP, STAFF AND VOLUNTEER

ORP staff and Board of Directors will be aware to ensure the organization is diverse and includes members of color and different demographic, cultural background.

Eco Logic commits to recruiting and supporting a diverse team, including educators, volunteers, and board members from various cultur-al, gender, and socioeconomic backgrounds. DEI principles will guide re-cruitment, partnerships, and program implementation.

- Ensure recruitment practices attract candidates from a variety of backgrounds.
- Encourage participation of women, youth, individuals with disabilities, and underrepresented groups in leadership roles.
- Promote mentorship and training opportunities for staff and volunteers from diverse backgrounds.

Skopje, 2025