



INCLUSION · DIVERSITY · EQUITY · ACCESSIBILITY

Amnesty International is Building a Bigger, Bolder and More Inclusive Movement



As an international, intercultural, intergenerational and intersectional movement of activists committed to protecting and advancing human rights for all, Amnesty is deeply committed to **Inclusion, Diversity, Equity & Accessibility (IDEA)**. It's not only vital that we walk the talk, but IDEA is also an imperative for innovation, growth and impact. In other words, we simply cannot fulfil our mission without it. Because inclusion is always intentional, we are working hard to engage our community of activists as partners in embracing diversity, fostering an inclusive culture and increasing equity and accessibility for all. We invite you to join us as we embark on this journey together!

I

Inclusion: everyone belongs in our movement, feels like they can be their authentic selves, and is heard, seen, valued and fully involved in our community

D

Diversity: the full range of identity dimensions that make us uniquely and authentically human, including an appreciation for intersectionality, identity spectrums and non-binary identities

E

Equity: fairness that aims to increase inclusion by reducing inequalities resulting from structural discrimination based on identity dimensions and other contextual factors

A

Accessibility: dismantling barriers to full participation, including physical and virtual spaces, opportunities, culture, language, information and relationships

What are our goals?

Community

who we work with

Increase diversity among our staff, board, members, donors, vendors and partners through inclusive and equitable practices, policies and processes

Campaigns

the work we do

Ensure our research, campaigns, programs, organizing, and public affairs, reflect and advance our IDEA values as integral to fulfilling our mission and growing our movement with integrity and maximum impact

Culture

how we work

Engage our staff, board, members and partners in fostering an inclusive, accessible, safe, connected, collaborative, inspiring, innovative and accountable culture for all

How can you join us?

Like our human rights activism, IDEA involves awareness, commitment, courage, getting out of our comfort-zone, building new relationships, innovating strategies, allyship and solidarity, and of course, action. Here are a few suggestions:

Treat all people with respect, dignity, kindness, empathy and generosity.

Manage your biases and initial reactions to others; build relationships and get to know the human behind the stereotypes and assumptions.

Go beyond accepting diversity; actively embrace and invite it. Create space for new voices, ideas and leaders, learn from each other and support each other.

Notice the many voices and perspectives you are missing in your group. Be mindful of this and identify ways to bring those voices and perspectives into the group in meaningful and sustainable ways.

Be open to giving and receiving feedback, learning and growing, and holding yourself and each other accountable

Lift up and center the stories and experiences of rightsholders and affected communities.

Expand your networks by building new relationships, finding new ways to partner and form coalitions, and stand in allyship and solidarity with others.

When organizing actions or events, consider how to make them as accessible as possible for a wide variety of people.

When recruiting new members, make sure you're not only bringing them in (diversity), but that you make them feel welcome and involve them fully in all meetings and other activities (inclusion).

Build and strengthen partnerships with other AIUSA local and student groups and work together whenever possible.

Have conversations in your groups about IDEA on an ongoing basis so that it becomes more front and center in your thinking and doing. Consider adding it as a standard agenda item for your meetings.

In your organizing and activism, don't just set SMART goals; set SMART IDEA goals, so that you always include IDEA considerations in everything you do. Remember, inclusion is always intentional.