



## Diversity Policy Red een Kind

### 1. Vision and motives

Each person is unique and has his/her own specific qualities. Red een Kind wants to enable people with different views and talents to make a contribution to the organization's objective. Red een Kind wants to create an organizational culture where colleagues treat each other with respect, taking into account each other's differences. We expect all the employees to have the following competences: cooperation, customer focus and integrity.

Red een Kinds offers children living in poverty a future and connects them with people in the Netherlands. The best place for children to grow up is at home, with their own family and in their own village. That is why Red een Kind works together with entire villages at a time. We are active in various countries in Asia and Africa. We help families increase their income and build up strong networks. This allows families to improve their own living conditions in the long term. Red een Kind mainly works with local partner organizations that share our values. Our views on combating poverty attribute an important role to diversity: equal opportunities for and equal treatment of children, young people and adults, but with room for the individuality of people or groups of people.

Diversity, as pursued by Red een Kind, also shines through in our mission statement. Red een Kind supports the poorest, without discriminating, which means choosing the poor, regardless of their ethnic background, religion, sex or political preferences.

Red een kinds sees 'the person as a whole'. According to Red een Kind, poverty transcends the material. Poverty also has a structural, psychological and mental dimension. In our work, we pay attention to these different aspects.

### 2. Principles/Definition

Red een Kind recognizes itself in the general definition of diversity: '*All aspects which make people different.*' This refers to relatively easily identifiable and visible personal characteristics, such as age and sex, as well as less visible personal characteristics, such as skills, desires, needs and personalities. Every human being has his or her own unique combination of such characteristics.

The principle of the diversity policy of Red een Kind is that every human being is unique, within the substantial differences that exist between groups.

### 3. Practical implementation

Red een Kind is an internationally oriented organization. This means that our diversity policy as implemented in our organization also affects our international and external business operations. Red een Kind is focused on making the most from the potential of diversity in its programs and its partners.

### 3.1 Internal diversity policy

The organisational diversity policy of Red een Kind is focused on making the most from the talents of all our employees, taking into account their differences and similarities. This is translated into *diversity management*. Diversity management is understood to mean all the activities within the organization that contribute to the optimal and sustainable deployment of all employees, taking into account their differences and similarities.

Based on the perspective set out in paragraph 1, Red een Kind is realizing its internal diversity policy in the following ways:

- Collaboration / organizational culture  
Red een Kind wants to create an organizational culture where colleagues treat each other with respect, taking into account each other's differences. The competences required from all employees are: working together, customer focus and integrity. On the one hand, this relates to the Christian identity of Red een Kind, and on the other hand is laid down in the rules of procedures of Red een Kind. During the periodic performance interviews, specific attention is paid to the identity of Red een Kind and to the working relationships with supervisors and colleagues. This principle is applied at all levels.
- Being a good employer  
At Red een Kind, the employees make all the difference. The organization wants to be a good employer.  
Red een Kind combines both principles by working on the basis that employees do their best work when they are committed and motivated, and are challenged in their work. Each employee is considered as a unique person, in the context of their work environment.  
For that reason, attention to the development and welfare of employees has top priority. Red een Kind wants its employees to enjoy their work, treat its employees fairly, offers them a fair reward and shows an interest in them as fellow human beings. Every employee is seen as a unique person, with his/her specific qualities, points for improvement, similarities and differences. The power of Red een Kind lies in these unique persons working together as a team.  
Red een Kind wants to bring the uniqueness of its employees, each with their own qualities and points for improvement, together in a team where, by linking diversity, power and creativity, an environment is created which encourages learning from each other.
- Development and training  
Within this policy framework, Red een Kind and the individual employees together look for possibilities to develop themselves or to adapt to new developments.
  - o This is a part of the performance interviews. If necessary, the employee gets the opportunity to follow an external training program or to be coached in the workplace.
  - o In addition, Red een Kind carries out an annual internal audit of its internal work processes. This audit brings up learning points, challenging employees to come with solutions that have a chance of succeeding within their own work setting.
- Staffing  
Red een Kind strives for a balanced workforce - both within the framework of its Christian identity and within the options offered by the organization: men and women, people from different countries, temporary and permanent employees, old and young employees, volunteers and professionals. Red een Kind also promotes the hiring of people with a disability or people who are currently on benefits.
- The social paragraphs of the annual report go into the composition of the workforce.

- Hiring policy  
These principles are laid down in the recruitment and selection procedure of Red een Kind.  
When selecting candidates, we not only look at their 'technical' skills and whether the candidate matches the identity of Red een Kind, but also at their capacity to learn from their mistakes and the skills they add to the team.
- Creativity  
Employees are challenged to share their innovative ideas and contribute to team meetings. Team days are organized to involve all employees in the policy and organizational development process of Red een Kind and give them the opportunity to make a contribution. We support open and honest communication about what is being done with their input.
- Coherence  
Red een Kind aims at coherence within the organization. Departments closely work together at management and program level. The work processes are organized in such a way that the different departments work together around themes and regions. This interdepartmental collaboration is exemplified by the regional teams. These teams have members from various departments.

### **3.2 Inclusion in the HR policy**

This diversity policy is part of the general HR policy of Red een Kind, which is implemented with the help of staffing instruments.

- A policy was developed in respect of how performance and assessment interviews are conducted.
- The HR policy is realized through the implementation of a training policy and personal development plans.
- Red een Kind offers its employees attractive employment benefits, tailored to the level of the activities and qualities of the individual employees.
- The recruitment and selection policy of Red een Kind is focused on the recruitment of qualified and motivated staff.
- There is attention to the welfare of employees by means of a health and safety plan.

### **3.3. External diversity policy**

#### **Diversity of the target group**

At the heart of our external diversity policy is the fact that Red een Kind wants to support the poorest of the poor, regardless of their ethnic background, religion, sex or political preferences. According to Red een Kind, poverty exceeds the material. The organization focuses on vulnerable groups such as children with disabilities, people living with HIV/AIDS, and women and girls in vulnerable positions.

#### **Diversity of partners**

The cooperation between Red een Kind and its partner organizations is characterized by equality. From that viewpoint, Red een Kind aspires to diversity with different types of partners. In addition to structural cooperation with partners, Red een Kind works together with various networks and platforms, companies and knowledge institutions with regard to lobbying, research and business development.

Within the limits of the local context, Red een Kind also asks its partners to pay attention to diversity. This matches up with the entirely new form of cooperation which Red een Kind

has entered into recently, namely the formation of regional alliances. This form of cooperation reflects the attention to diversity.