



**Red Horse Center for Collaborative Leadership**  
**Anti-discrimination policy**  
Updated 2023

Red Horse Center for Collaborative Leadership (Red Horse) is committed to creating an equitable workplace and a safe place to visit where diverse life experiences are respected and valued. Diversity and inclusion are part of our mission and vision, and we believe that diversity brings value, perspective, and ethics to our organization.

Diversity and inclusion are defined differently globally. At Red Horse, “diversity” refers to the representation of individuals with differing race, color, age, sex (including sexual orientation, pregnancy, or gender identity) ethnicity or nationality, religion, disability, or medical history. “Inclusion” refers to the respect, consideration, and appreciation of people of diverse backgrounds.

We invite guests, hire professionals, and accept volunteers regardless of how they identify in stated definition of diversity. Independent contractors, employees, volunteers, and guests are guaranteed equal opportunities throughout their time with Red Horse.

All staff and volunteers are invited to participate in a trauma-informed class offered at Red Horse offers, and we weave those principles into all our programs and all our relationships. The trauma-informed principles we live by are CHOICE, SAFETY, COLLABORATION, TRUSTWORTHINESS, and EMPOWERMENT.

To promote diversity, equity and inclusion to all staff, volunteers, and guests, Red Horse has taken the following measures:

- Provided public access to documents, training, and general information pertinent to welcoming all.
- Maintain appropriate access to accommodate people with mobility issues.
- Provide guaranteed leave for new parents of adoptive and biological children as well as if a need arises around their own animals.
- Staff & volunteers are encouraged to take time off for religious or spiritual holidays/ceremonies.
- Trauma-informed care training is required for staff, encouraged, and offered for volunteers.
- Implicit bias training is required for staff, encouraged, and offered for volunteers.
- All interviews of staff & volunteers are done in teams to always check any potential implicit bias or discrimination of an individual.
- All board members are identified as diversity directors to ensure a broad perspective.
- Red Horse encourages and promotes learning opportunities on the subject for staff.
- Red Horse works to maintain positive mentoring relationships with organizations that help explore and advance the work of equitable, trauma-informed workplace and service culture.

We believe all voices should be heard. Anyone may make suggestions, discuss additional measures that could be taken to support diversity and inclusion, or report problems by contacting any board member. Board members are responsible for ensuring that an equitable organization is a reality for all staff, volunteers, and guests. This policy with board member contact information will be available at [www.redhorse.red](http://www.redhorse.red) and <https://linktr.ee/redhorsecenter>

**Red Horse Center Board 2023**

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