



Diversity Policy

PPMBAI declares its commitment to contribute to building a more equitable and inclusive society, the association will actively work to ensure that in its engagement with stakeholders, in every aspect of its operation and all its level of organization, there will be no discrimination on the basis of ethnicity, race, age language, ability, sex, sexual or gender identity, sexual orientation, family status, income and political and/or religious affiliations. The association shall make every effort to promote full participation and access of diverse individuals to its services, employment and governance structures. Such a diversity policy shall be implemented through the following:

- a. Ensuring that all discriminatory and/or oppressive behaviors and actions are not tolerated within PPMBAI and its dealings with other groups;
- b. Ensuring that PPMBAIs programs, products and services to target communities and marginalized groups are developed and delivered in a way that is sensitive to these groups' diverse needs and power relationships;
- c. Continuing initiatives to identify and remove barriers to full participation and/or access of marginalized individuals to PPMBAIs services;
- d. Ensuring that all of the association's communication materials always present a balanced portrayal or picture of people's diverse status and experiences;