Equity, Diversity and Inclusion (EDI)
Policy of Free Press Unlimited

Introduction

Free Press Unlimited (FPU) is dedicated to promoting an independent, diverse, inclusive, and accessible media. We collaborate globally to ensure everyone has access to fair and reliable information, recognising the need to address systemic barriers. This document reflects our commitment to fostering equity, diversity, and inclusivity within FPU.

Ambition

Our goal is to create an environment that fosters equity, diversity, and inclusion for all backgrounds, including LGBTQIA+ individuals, people with disabilities, neurodivergent people, and those of different races, ethnicities, and ages. This policy aims to address equity, diversity, and inclusion within our organisation, expanding beyond our previous gender equality focus.

Guiding principles

Intersectionality:
Addressing the intersections of gender, race, class, sexuality, disability, and other identities to ensure inclusive narratives.

Decolonising:
Rejecting top-down approaches and striving for equal partnerships with colleagues and partners globally, valuing knowledge from the Global majority. We need to be critically aware of how power dynamics can affect individuals and organisations involved in any partnership. By constantly questioning and examining our approach, we can ensure fairness and create a truly collaborative space where everyone feels empowered to contribute.

Our mandate:
Our mission is to protect and defend press freedom while supporting the growth and development of the independent media. We are also committed to ensuring the safety and security of journalists as they carry out their vital work. These guiding principles shape everything we do.

EDI Statement

In pursuit of our mission, we are committed to promoting equity, diversity and inclusion in all aspects of our work. Free Press Unlimited believes in a world where everyone can be who they are regardless of their background. We are curious, open minded and engaged in creating a better-informed world for everyone.

Approach

Commitment
Leadership's commitment to EDI is crucial for fostering a culture of inclusivity and ensuring accountability across the organisation.

FPU's Commitment: (Top) management will endorse EDI principles, encourage open conversations about EDI issues, implement robust accountability mechanisms, and allocate dedicated resources to support these initiatives.

Recruitment
Fair hiring practices are essential to creating a diverse workforce and ensuring that all potential employees have equal access to opportunities.

FPU's Commitment: FPU will treat all job applicants fairly, accommodate the needs of diverse candidates, and implement policies that ensure unbiased hiring practices.

Harassment- and discrimination-free
A safe and respectful work environment is crucial for fostering the well-being and productivity of all employees. Our Code of Conduct serves as a foundational document reflecting our core values, behaviours, and principles of work.

FPU's Commitment: FPU will enforce comprehensive anti-harassment and anti-discrimination policies, ensuring that all staff, whether in the office or traveling, feel respected and secure.

Training and education
Training and education on EDI issues are essential for fostering awareness, understanding, and inclusive behaviours among FPU employees. They help create a more positive and productive work environment by reducing discrimination and promoting a culture of respect and dignity. EDI training will also support better decision-making and innovation by leveraging diverse perspectives.

FPU's Commitment: FPU will provide ongoing training sessions to its current and new employees to raise awareness about the EDI issues, helping its employees to recognise and address them effectively. This will create a shared understanding and commitment to diversity and inclusion across the organisation.

Review of policies and practices
Regularly reviewing and updating policies ensures they remain relevant and effective in promoting equity, diversity and inclusion.

FPU's Commitment: FPU will continuously review its policies and practices to identify areas for improvement, introducing accountability mechanisms to monitor and evaluate progress.

Open communication culture
An open communication culture is crucial for an organisation as it encourages employees to freely express diverse viewpoints and concerns.

It fosters transparency, mutual respect, and inclusivity, ultimately enriching decision-making processes and fostering a collaborative work environment where all voices are valued.

FPU's Commitment: FPU will establish structured feedback channels, enabling staff to express their opinions, concerns, and suggestions openly and without fear of repercussions. FPU will encourage and facilitate regular discussions on EDI issues, promoting a collaborative culture where diverse viewpoints are valued and respected.

External communication principles
External communication principles are essential within an EDI policy as they ensure that the organisation represents diverse communities respectfully and accurately. By using inclusive language and imagery, and understanding cultural contexts, the organisation enhances its credibility, builds trust with stakeholders, and promotes a more inclusive public image aligned with EDI values.

FPU's Commitment: FPU will ensure that all external communications use inclusive language and imagery, reflecting diverse perspectives and being sensitive to the context of different communities.

Resources
Resources are crucial within an EDI policy as they allow to effectively implement diversity and inclusion initiatives. This commitment supports the development of inclusive programmes, training sessions, and policies, enhancing FPU's culture and ensuring impactful EDI efforts throughout the organisation.

FPU's Commitment: FPU will designate sufficient resources for EDI efforts, based on data and analyses, to ensure that prioritised initiatives are adequately funded and impactful.

Cognizant of different contexts
Recognising diverse contexts is crucial within an EDI policy to tailor diversity and inclusion efforts effectively across various cultural and social settings. By collaborating respectfully with global partners and embracing diverse perspectives, FPU promotes mutual understanding, enhances effectiveness, and fosters inclusive practices that resonate globally.

FPU's Commitment: FPU depends on its staff and partners to uphold context-sensitive EDI principles, fostering mutual learning and knowledge-sharing among all parties. We are committed to establishing robust and fair mechanisms for information and knowledge exchange to guide our collaborative efforts effectively.