



Diversity Equity and Inclusion Policy

Effective Date: 21st March 2024

Revision Due Date: 20th March 2025

MCFM Global Academy is dedicated to fostering a diverse, equitable, and inclusive learning and working environment where individuals of all backgrounds feel valued, respected, and empowered to contribute to our shared goals and mission. The following principles guide our commitment to diversity, equity, and inclusion:

1. Diversity and Representation:

- a. We recognise and celebrate the diversity of our learners, employees, and stakeholders, including differences in race, ethnicity, gender, sexual orientation, age, religion, disability, and socio-economic background.
- b. We strive to create a culture that embraces diversity and promotes the representation and inclusion of individuals from historically underrepresented and marginalised groups.

2. Equity and Fairness:

- a. We are committed to promoting equity and fairness in all aspects of our operations, including recruitment, hiring, promotion, compensation, and access to educational opportunities.
- b. We actively identify and address systemic barriers and inequities that may impede equal access and opportunities for individuals from diverse backgrounds.

3. Inclusive Learning Environment:

- a. We cultivate an inclusive learning environment that respects and values the diverse perspectives, experiences, and identities of our learners.
- b. We promote open dialogue, mutual respect, and constructive engagement among learners, faculty, and staff to create a supportive and welcoming community for all.

4. Educational Equity:

- a. We are committed to addressing disparities in educational outcomes and opportunities by providing resources, support services, and accommodations to ensure equal access and success for all learners.
- b. We prioritise the development and implementation of inclusive teaching practices and curricular materials that reflect the diversity of our learner population and promote cultural responsiveness.



5. **Diverse Perspectives and Voices:**

- a. We actively seek out and elevate diverse perspectives, voices, and contributions in our educational programs, curriculum development, and decision-making processes.
- b. We recognise the value of diverse viewpoints in fostering innovation, creativity, and critical thinking, and we strive to create opportunities for individuals from diverse backgrounds to share their knowledge and experiences.

6. **Continuous Improvement:**

- a. We regularly assess and evaluate our diversity, equity, and inclusion efforts to identify areas for improvement and implement strategies for meaningful change.
- b. We engage with stakeholders, seek feedback, and collaborate with community partners to advance our commitment to diversity, equity, and inclusion and hold ourselves accountable for progress.

7. **Training and Professional Development:**

- a. We provide training, professional development, and resources to faculty, staff, and administrators to promote cultural competence, allyship, and inclusive practices.
- b. We encourage ongoing self-reflection and learning to deepen our understanding of diversity, equity, and inclusion issues and cultivate a more inclusive organisational culture.

MCFM Global Academy is dedicated to creating a diverse, equitable, and inclusive learning environment where all individuals have the opportunity to thrive, succeed, and reach their full potential.

Maxcene Crowe

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