



Diversity and Inclusion Policy

At IAWAH, we are committed to fostering an inclusive environment that reflects the love and teachings of Jesus Christ as outlined in our mission, vision, and values. Our aim is to provide a transformative and nurturing experience for all participants, recognizing the unique value and potential of each individual.

1. Diversity and Acceptance:

We celebrate the diversity of God's creation and believe that every individual regardless of their background, ethnicity, gender, or ability, is a precious image bearer of God. We are dedicated to creating a space where all participants are welcomed, respected, and valued.

2. Accessibility and Accommodation:

Refer to our accessibility policy here. <https://iawah.com/accessibility/>

3. Open Communication:

We value open and respectful communication with participants and their families. If there are concerns, or suggestions, related to inclusion or accessibility, we encourage individuals to reach out to our staff. We are committed to listening and adapting our practices to better serve our participants to the best of our ability within the limitations of our resources and facilities.

4. Inclusive Programming:

Guided by our core values of Christ, Scripture, Creation, and Relationships, we aim to create programming that is enriching and inclusive for all. Through adventure, experiential learning, and Christian community, we seek to facilitate the growth of deeply rooted followers of Jesus in an environment that fosters a sense of belonging for everyone.

5. Sensitivity and Training:

Our staff members undergo training that emphasizes sensitivity, inclusivity, and awareness of diverse needs. This enables our team to better understand the challenges individuals may face and to provide the support and care needed for a positive experience.

6. Faith-Inclusive Environment:

IAWAH's foundation is rooted in the teachings of Jesus Christ. while creating opportunities for spiritual growth and exploration.

We welcome participants from various faith backgrounds and ensure that our environment respects their beliefs.

7. Continuous Improvement:

While we strive to be inclusive within the framework of our beliefs and resources, we understand that there is always room for improvement. We are committed to ongoing evaluation and growth in our inclusivity efforts.

By adhering to this diversity and inclusion policy, IAWAH aims to fulfill its mission of planting seeds of faith, nurturing disciples, and cultivating Godly character and leadership, while ensuring that all participants are embraced with Christ's love and given the chance to flourish in our programs and community.