

Global Law Enforcement and Public Health Association (GLEPHA)

Social Inclusion Policy

1. Purpose

GLEPHA is committed to advancing gender equality, disability inclusion and social inclusion across its governance, membership, research, partnerships, events, communications and advocacy.

This policy sets out GLEPHA's commitment to ensuring that all people can participate in, contribute to and benefit from GLEPHA's work with dignity, safety and respect, regardless of gender, sex, sexuality, disability, age, race, ethnicity, nationality, religion, language, socioeconomic status, professional background, lived experience, geographic location or other status. English is the working language of GLEPHA; however, reasonable efforts will be made to communicate in other languages considering the nature of the communication or activity.

For GLEPHA, GEDSI is integral to good governance and to effective work at the intersection of law enforcement and public health. This is because health and safety outcomes are shaped not only by services and systems, but also by structural barriers, unequal power relations, discrimination and exclusion.

2. Scope

GLEPHA is a not-for-profit, volunteer association with a small membership, and, with a limited budget and personnel. With this in mind, this policy applies to:

- Board members, office bearers and committee members;
- staff, contractors, consultants and volunteers;
- special interest groups, working groups and conference or event organisers acting on behalf of GLEPHA;
- members and partners when participating in GLEPHA-led activities, forums, programs or collaborations.

GLEPHA recognises that it operates across diverse legal, cultural, linguistic and institutional contexts. This policy therefore establishes a common global standard while allowing context-sensitive

implementation that is lawful, locally informed and culturally respectful, provided that human dignity, non-discrimination, accessibility and safety are not compromised.

3. Policy Statement

GLEPHA will:

1. endorse equal dignity, opportunity, participation and voice in all areas of its work;
2. identify and address barriers to participation, including physical, communication, financial, technological, language and attitudinal barriers;
3. foster respectful, inclusive and culturally responsive engagement across diverse global contexts;
4. seek to avoid reinforcing stigma, discrimination, exclusion or harm through its policies, partnerships, events, publications or advocacy; and
5. strengthen the visibility, leadership and participation of groups who are underrepresented or disproportionately affected by inequity.

4. Guiding Principles

4.1 Human rights and equity

GLEPHA's approach is grounded in the principles of equality, non-discrimination, participation and inclusion reflected in international human rights standards, including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and the Convention on the Rights of Persons with Disabilities.

4.2 Accessibility and disability inclusion

GLEPHA will work to ensure that persons with disabilities can participate fully and effectively in GLEPHA processes and activities, including through reasonable accommodation, accessible communications and accessible event design.

4.3 Meaningful participation

In a context of trauma-informed practice, GLEPHA will seek meaningful participation by those affected by the issues under discussion, including women, persons with disabilities, Indigenous peoples, racial and ethnic minorities, LGBTQIA+ communities, people with lived experience of victimisation, criminalisation or marginalisation, and communities from low- and middle-income settings. Participation should be early, informed, safe and consequential rather than symbolic. WHO guidance emphasises that participation and inclusion require practical arrangements, time and capability, not just intent.

4.4 Intersectionality

GLEPHA recognises that inequality is often experienced through cross-sectional, overlapping and compounding factors. Gender, disability, geography, race, ethnicity, poverty, migration status, language,

sexuality, age and institutional power can interact to shape who is heard, who is excluded and who benefits. WHO guidance specifically notes the need for intersectional analysis rather than treating equity dimensions in isolation.¹

4.5 Cultural humility and local relevance

GLEPHA works across highly diverse jurisdictions and cultures. It will approach social inclusion in practice with cultural humility, listening to local partners and affected communities, avoiding one-size-fits-all assumptions, and adapting methods and language where appropriate. At the same time, cultural context will not be used to justify discrimination, exclusion, harassment or avoidable inaccessibility. WHO guidance on integrating equity, gender, disability and human rights also highlight culture and ethnicity considerations.

4.6 Do no harm

GLEPHA will assess and mitigate, to the best of its ability, the risk that its activities may unintentionally expose participants to stigma, backlash, tokenism, confidentiality risks, retraumatisation or exclusion.

5. Commitments

5.1 Governance and leadership

GLEPHA will:

- aim for diverse and inclusive leadership, panels, committees and advisory groups;
- consider social inclusion in strategic planning, risk management and decision-making;
- encourage leadership pathways for underrepresented groups within the association.

5.2 Membership and participation

GLEPHA will:

- promote an inclusive membership culture;
- reduce unnecessary barriers to participation, including where possible through accessible formats, virtual participation options, plain language and consideration of time zones and affordability;
- treat all participants with dignity and respect.

5.3 Events, conferences and meetings

GLEPHA will, where reasonably practicable:

¹ WHO, *Guidance note on integrating health equity, gender equality, disability inclusion and human rights in WHO evaluations*. <https://www.who.int/publications/i/item/WHO-DGO-EVL-2023.2>

- design events to be accessible and inclusive from the outset;
- consider venue accessibility, interpretation, captioning, dietary needs, prayer or cultural needs, quiet spaces, hybrid participation and accessible materials;
- strive for diverse speakers, chairs, event contributors and expert representation;
- avoid all-male or otherwise exclusionary panels unless clearly justified by subject matter or unavoidable circumstances.

5.4 Research, publications and knowledge exchange

GLEPHA will:

- encourage research and commentary that recognises structural inequities and social determinants relevant to law enforcement and public health;
- promote inclusive authorship, peer exchange and knowledge-sharing;
- encourage ethical language and respectful representation of communities;
- support visibility for perspectives from the Global South and from communities with lived experience of the issues being discussed.

This aligns with GLEPHA's own aim to widen inclusive networks and address asymmetries in whose knowledge is recognised.

5.5 Partnerships and collaboration

GLEPHA will:

- seek partners whose values are broadly consistent with dignity, inclusion and equitable participation;
- encourage collaborative processes that share voice, credit and benefit fairly;
- be attentive to power imbalances between institutions, disciplines, countries and sectors.

5.6 Communications and representation

GLEPHA will:

- use respectful and, where possible, person-centred or community-preferred language;
- avoid stereotypes, sensationalism and deficit framing;
- protect privacy and confidentiality where disclosure may create risk;
- encourage communication practices that are accessible across language and disability needs.

6. Implementation

GLEPHA will implement this policy in proportion to its size, resources and operating model. Practical implementation measures may include:

- assigning Board or executive oversight for social inclusion matters;
- incorporating social inclusion practice into event planning, partnership decisions and major projects;
- developing simple checklists or guidance notes for conferences, panels, publications and collaborations;
- building social inclusion considerations into complaints, code of conduct, safeguarding and risk management processes;
- periodically reviewing participation data where lawful and appropriate, including diversity of speakers, committees and contributors;
- seeking feedback from members and participants, including on accessibility and inclusion.

WHO guidance recommends practical measures to support participation, attention to barriers to access, and the use of milestones and targets to demonstrate progress.

7. Roles and Responsibilities

Board

- Approves this policy and provides strategic oversight.
- Monitors whether social inclusion is being considered in governance, risk and major organisational decisions.
- Champions inclusive leadership and accountability.

President / Executive / Leadership

- Lead by example.
- Ensure this policy informs organisational culture, partnerships, events and public representation.
- Allocate reasonable attention and resources to implementation.

Committees, SIG convenors and event organisers

- Apply this policy in planning and delivery.
- Identify and reduce foreseeable barriers to participation.
- Raise risks or concerns early.

All members, staff, volunteers and representatives

- Treat others with dignity and respect.
- Contribute to an inclusive culture.
- Avoid discriminatory, harassing or exclusionary conduct in GLEPHA spaces and activities.

8. Reporting, Concerns and Continuous Improvement

GLEPHA will maintain a Complaints, Investigations and Resolutions policy applicable to all GLEPHA policies. The Complaints and Investigations policy provides the mechanism to address complaints or concerns relating to discrimination, harassment, exclusion or accessibility barriers in GLEPHA-controlled activities.

Feedback and lessons learned will be used to strengthen policy implementation over time. GLEPHA recognises that inclusion is an ongoing practice requiring reflection, adaptation and improvement.

9. Review

This policy will be reviewed every three years, or earlier if required by organisational change, learning from implementation, significant stakeholder feedback, or changes in relevant international standards or operating context.

References

1. Global Law Enforcement and Public Health Association, *Our Mission & Aims*.
2. United Nations, *Convention on the Elimination of All Forms of Discrimination against Women*.
3. OHCHR, *Convention on the Rights of Persons with Disabilities*.
4. United Nations, *UN Disability Inclusion Strategy*.
5. WHO, *Guidance note on integrating health equity, gender equality, disability inclusion and human rights in WHO evaluations* (2023).
6. WHO, *Health equity and social determinants of health* resources.
7. UN Sustainable Development Group, *Leave No One Behind*.

Version: Final

Approved by: GLEPHA Board of Directors

Approval date: May 28th, 2026

Next review: May 2029