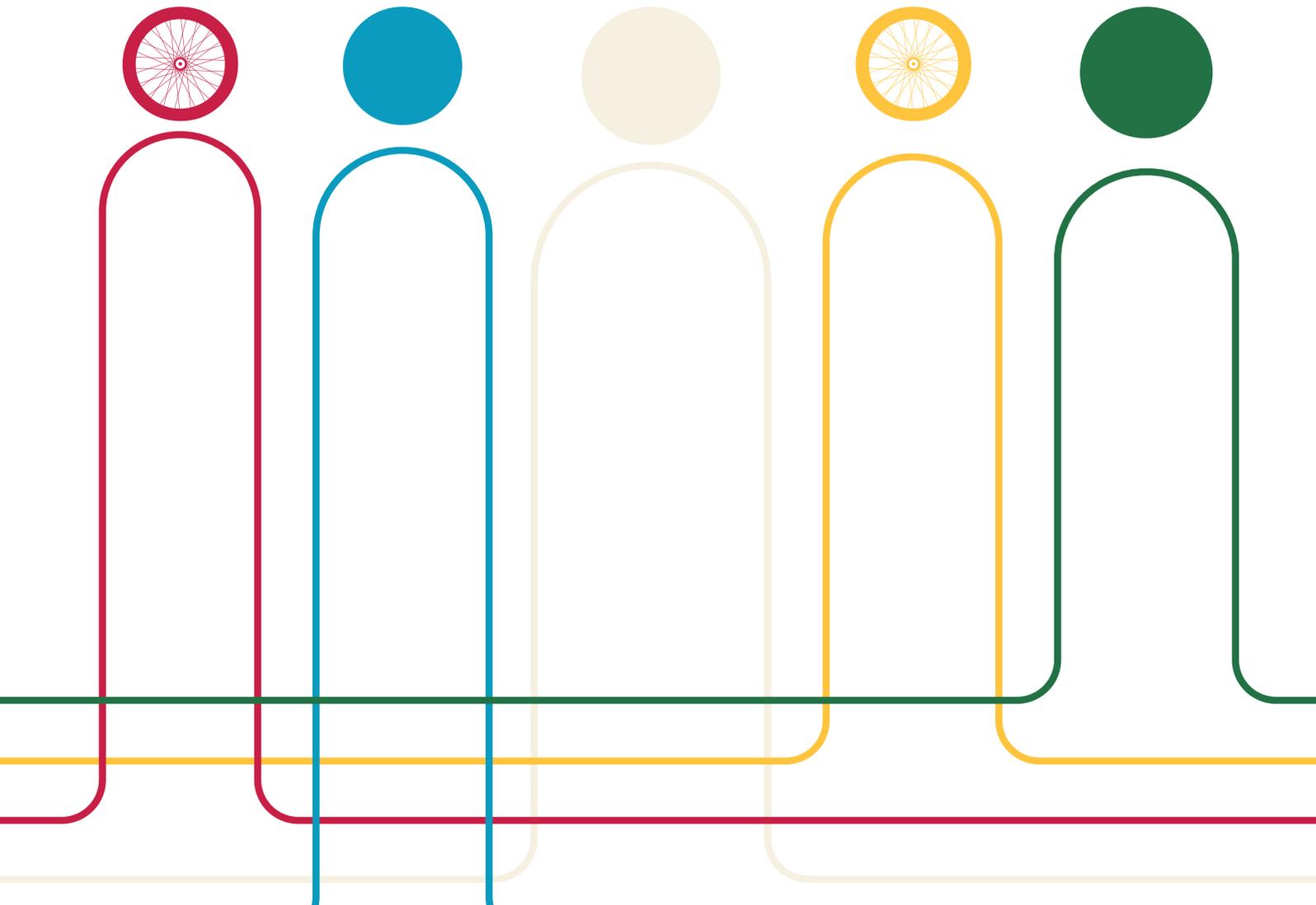




# DIVERSITY, EQUITY, AND INCLUSION **PLAN**

of the Organization “Velo Schools”, 2025



# ASSOCIATION DETAILS

**Legal Name (National language):** Здружение на граѓани Velo Училишта

**Legal Name (In English):** Velo Schools

**Acronym:** Velo Schools

**Address:** 98-2/8 Mitropolit Teodosij Gologanov Street, 1000 Skopje

**PIC** 873750878

**ID Number:** E10336621

**Type of organization:** NGO

**Email:** veloschools.ecologic@gmail.com

**Telephone:** +389 75248609

**Main sector of activities:** Cycling, sport, non-formal education

**Legal representative:** Mrs. Jasmina Petrovska Neshkoska - President (Female)

veloschools.ecologic@gmail.com / +389 78 287831

**Contact person:** Mr. Veljan Parizov - Project Coordinator (Male)

veljan.ecologic@gmail.com / +38972266781

# A. Diversity, Equity, and Inclusion Statement

Velo Schools is a nonprofit SCO committed to promoting cycling, sustainable mobility, and non-formal education for primary school children throughout North Macedonia. The organization is dedicated to integrating diversity, equity, and inclusion (DEI) principles in its programs, events, and administrative practices.

Velo Schools recognizes the importance of:

- Recruiting and supporting a diverse team of staff, educators, volunteers, and partners.
- Creating an inclusive environment where individuals of all backgrounds feel respected and heard.
- Promoting equitable access to educational programs and cycling initiatives for all students, regardless of gender, ethnicity, socioeconomic background, or abilities.

Leadership at Velo Schools is responsible for ensuring DEI principles are incorporated into the mission, planning, and execution of programs, including Velo Rodeo, Velo Tour, educational games, and workshops.

# **B. Steps to Developing a DEI Plan**

Velo Schools will implement DEI principles by:

1. Educating staff, board members, volunteers, and partner schools about DEI concepts and best practices.
2. Using DEI frameworks to assess and adapt program design, educational tools, events, and communications.
3. Ensuring representation of diverse voices in program development, training, and decision-making processes.

## **B1. DEI Framework References**

- Diversity: Recognizing differences in race, gender, age, disability, socio-economic status, and cultural background.
- Equity: Ensuring all children and participants can fully engage in programs and activities.
- Inclusion: Removing barriers to participation, creating a welcoming and safe environment for all.

## **B2. Useful Resources for DEI in NGOs**

- [BoardSource: Diversity and Inclusion](#)
- [Commongood Careers: Inclusiveness Report](#)
- Denver Foundation Nonprofit Inclusiveness

## C. Diversity, Equity, and Inclusion Surveys

Velo Schools will use surveys to assess DEI in its programs and workplace. Survey categories include:

### **C1. Diversity Survey**

Questions focus on staff, board, and volunteer awareness of DEI, understanding definitions of diversity, and cultural competency training.

### **C2. Equity Survey**

Questions focus on accessibility of programs, materials in multiple languages, and participation of students from all backgrounds.

### **C3. Inclusion Survey**

Questions assess inclusivity in workplace culture, recruitment practices, events, and educational programs.

## D. DEI Recommendations

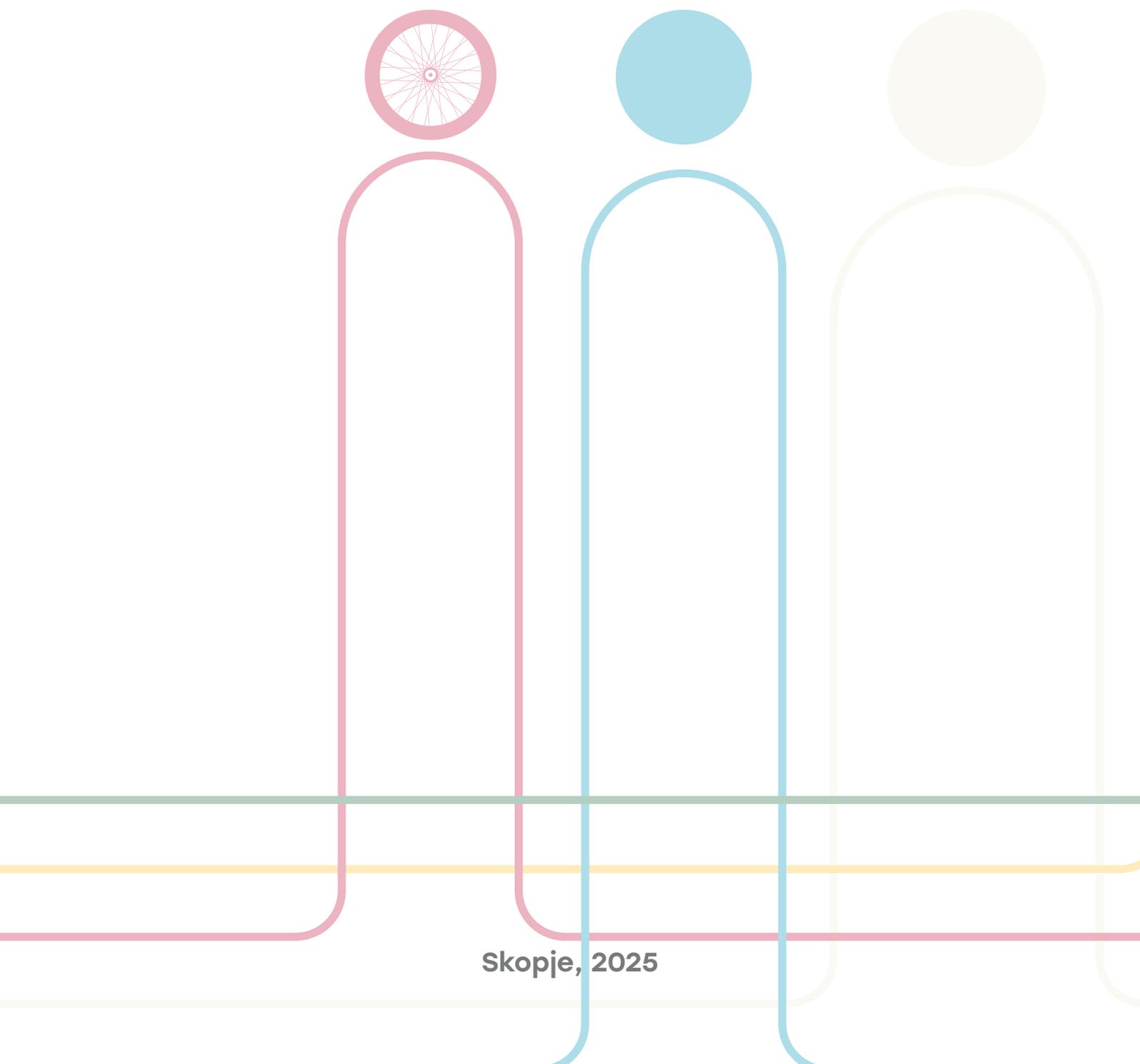
1. Develop a DEI statement reflecting the values of Velo Schools.
2. Audit policies, educational materials, events, and partnerships to align with DEI principles.
3. Enhance program accessibility for students with disabilities and diverse cultural or socioeconomic backgrounds.
4. Provide annual DEI training for staff, volunteers, and educators.
5. Increase diversity in leadership, staff, and partner educators.
6. Ensure all events, games, and workshops reflect cultural sensitivity and inclusivity.

## E. Inclusive Organizational Resources

Velo Schools will identify and update educational tools, board games, online platforms, and workshop materials to ensure inclusivity, accessibility, and engagement for students of diverse abilities and backgrounds. Ensure all events, games, and workshops reflect cultural sensitivity and inclusivity.

## F. Leadership and Staff Diversity

Velo Schools commits to recruiting and supporting a diverse team, including educators, volunteers, and board members from various cultural, gender, and socioeconomic backgrounds. DEI principles will guide recruitment, partnerships, and program implementation.



Skopje, 2025