

## **Diversity Equity and Inclusion Statement**

Family Service Association of Redlands (FSA) recognizes the mission of helping people achieve self-sufficiency and promoting dignity can only be accomplished through the collaborative efforts of clients, Board Members, staff, and volunteers. We invest in developing the talents and expertise of all involved and foster a work environment that is challenging, inclusive, collaborative and results oriented.

### **Our Commitment**

We are committed to doing our part to ensure a diverse, equitable, and inclusive community agency to benefit those we serve.

### **Guiding Principles/Pledge**

We will proactively and intentionally embrace diversity of viewpoints, thoughts, backgrounds, and beliefs to assure every client, employee, volunteer, staff, and Board member is valued and comfortable with authentic conversation and input. As part of same, we pledge to help those in need and to value everyone with need regardless of differences based on status, identity, or characteristics, including but not limited to race, gender, religion, color, sex, sexual orientation, national origin, ancestry, citizenship status, age, disability, or medical condition.

We define Diversity, Equity and Inclusion as follows:

-Diversity: Diversity requires us to embrace the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability, or attributes, religious or ethical value systems, national origin, and political beliefs.

-Equity: Equity requires us to strive to identify and eliminate barriers that prevent the full participation of some groups in society, in order to facilitate fair treatment of and access, opportunity, and advancement for all people.

-Inclusion: Inclusion requires us to pursue deliberate efforts to ensure that our work, our activities, and our physical space create an environment where differences are welcomed, perspectives are valued, and every individual feels a sense of belonging.

We will take meaningful action to be more diverse (having different voices at the table), inclusive (valuing the experiences and contributions of all groups), and equitable (justice and fairness seeking). We will work diligently to have an impact through thoughtful strategy and an appropriate governing structure led by passionate leadership. We seek to incorporate the principles of diversity, equity, and inclusion into the identity of our organization, and demonstrate the same through our supporting documents, including our Strategic Plan.

Our leaders will create a safe place for dialogue with an open-door policy that allows all stakeholders to talk about their experience with our organization (be it as clients, Board members, or staff/volunteers), and we will be respectful of those willing to share, learn and be vulnerable.

We will assure that all have the tools, training, and resources to build awareness of Diversity, Equity, and Inclusion so that we can always recognize biases and acquire knowledge of how our views may affect marginalized communities.

### **Why It Matters to Us**

Since 1898, Family Service Association has worked within this community to provide services that promote health and well-being of people with need in a compassionate, considerate environment. As we proceed, we have learned the importance of both helping and understanding people from different walks of life in an ever more equitable, fair, and non-judgmental manner. FSA shall strive to continue to provide fair and equitable service, focusing on the overall wellness and betterment of the people we serve. We pledge to always deliver programs in an approachable, caring, engaging and interactive manner – considering that those we serve often feel unheard, unseen, and marginalized. We shall continuously strive to empower our clients through participation in relevant programming, respectful communication, and self-sufficiency efforts.

### **Goals**

The important work of creating diverse, equitable and inclusive programming shall be accomplished through three goals:

Goal #1 Cultivate Environment for Dialogue: Support open dialogue on complex and sometimes difficult conversations about diversity, equity and inclusion.

Goal #2 Embrace Anti-Racism: Implement and expand anti-racist, unconscious bias, cultural diversity and inclusion training for staff, board members and volunteers.

Goal #3 Value Client Input: Engage and gain insight with a collaborative process from clients on programs and initiatives they want to see, gaining insight on emerging needs and striving to be a solution-oriented agency.

Adopted June 22, 2021