

# BUILDING A RESILIENT COMMUNITY

## OUR COMMITMENT TO RACIAL EQUITY

**Our mission is to build resilient children, families, and adults through behavioral health services, victim advocacy, and community outreach. This is only accomplished by centering racial equity and inclusion. Here's how we work toward racial equity to serve our community:**



**Listen** to and elevate community voices that otherwise may go unheard.

**Use our voice** to stand against racism through statements in our social media and newsletter.

Engage in **policy changes** in the community that drive equity (e.g., work - family balance, paid leave).

**Deliver and host trainings** that provide continual focus on encouraging racial equity in service delivery.

Facilitate **ongoing conversations** on racial equity through staff and community meetings.



Structure services to recognize and respond to the **unique experiences** of the Black, Indigenous and People of Color (BIPOC) community.

**Paid staff trainings** on the Groundwater Approach, Unconscious Bias, and culturally centered services.

Provide a welcoming space open to all identities, with **diverse depictions displayed** in the office, on social media, in flyers, etc.

Shift our processes and forms to capture a wide range of **diversity categories**.

Build and execute strategies to attract, engage, and retain a **diverse team**.



Compile and promote **anti-racism resources** accessible to community members.

Regularly **assess and modify internal policies and practices** to reflect our commitment to diversity and inclusion.

Expand our service availability for **adolescents of color and LGBTQIA+** by actively seeking additional grant support.

Provide **trauma-informed services** with an understanding and inclusion of race-based trauma and its impact on BIPOC across the lifespan.