**Diversity, Equity, and Inclusion Policy**

Child and Family Services is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion.

We value our employees and the collective sum of their individual differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

We are committed to creating and maintaining a workplace in which all employees have an opportunity to participate and contribute to the success of the business and are valued for their skills, experience, and unique perspectives. This commitment is embodied in the company vision, values, policies, and the way we partner to help our clients, their families, and the community build better lives.

#### Child and Family Services diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs and terminations.

#### As a workplace, we also value and strive to maintain a journey of development in our work culture that is built on the premise of gender and diversity equity, encouraging and enforcing:

* Respectful communication and cooperation between all employees.
* Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
* Work/life balance through flexible work schedules to accommodate employees’ varying needs.
* Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company’s diversity policy and initiatives should seek assistance from their immediate supervisor. If he/she is unavailable, they may seek assistance from the President/CEO. Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

**Employee Commitment and Acknowledgement**

I commit to always treating others with dignity and respect. I will exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored functions.

I have read and understand this Diversity, Equity, and Inclusion Policy. My signature below confirms my knowledge, acceptance, and agreement to comply with the policy.

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Employee’s Name in Print

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Signature of Employee Date

## **Child and Family Services Equity Commitment to Clients**

We commit to equity for and the value of every individual who needs our services of care and support.

Clients and their families will receive the best care from our teams, without regard to age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

To make sure this promise is kept, the Child and Family Services Leadership Team has enforced a Diversity, Equity, and Inclusion Policy that is to be upheld by every employee. All employees are committed to listening to clients and their needs and providing exceptional care and overall experience.

[Diversity, Equity & Inclusion Training](https://www.classcentral.com/course/diversity-equity-inclusion-97261)

**Audience:** Employees, Management & Executives

​**Overview:** Introduction of fundamental concepts of DE&I that engages the learner in ‘courageous conversations’ beyond race and gender. This course is designed to move you along the journey of Diversity, Equity, and Inclusion (DEI) - to share responsibilities for how DEI can improve our workplace and our lives.

### **Learning Objectives**

* Cultivating tools and resources for managing, identifying, addressing and eliminating blind spots allowing associates and leaders to see the full and clear “picture”.
* Exploring why everyone has unconscious bias and how awareness and understanding of bias can avoid complications in everyday interactions and mitigate risk.
* Discovering why Diversity matters for EVERYONE.​
* Defining Equity and understanding that a “One Size Fits All” model in the workplace creates barriers that directly impact an organization's ability to “see” its employees and could dismantle DE&I efforts.
* Establishing and reflecting upon our personal views as it relates to Diversity and its role in and outside of the workplace. Moving beyond race and gender when engaging in “courageous conversations” designed to focus on an inclusive strategic approach to embracing DE&I.

**Sign Up Instructions:**

- Click the [training link](https://www.classcentral.com/course/diversity-equity-inclusion-97261)

- Create a free Coursera account or login to your account

- Select Enroll button on this training’s overview page

- In the pop-up window, select the training without grading (free)

- Start the training (approximately 1h 20m)

Reviewed: August 2024