



Policy #01-062	
Approved by Johna Lee, CEO	
Total pages:	3
Effective Date:	October 2012
Revised Date:	February 2019

Diversity and Inclusion Statement and Policy

Uniqueness is powerful. Be yourself.

To be engaged, you must feel included and valued. We strive to build and nurture a culture of inclusiveness and diversity. Where there is a deep sense of pride, passion, and belonging that transcends any individual, role, or program and is unified in our shared commitment to eradicate domestic and sexual violence.

We know through experience different ideas, perspectives, and backgrounds create a stronger and more creative environment that delivers better results.

Together, we continue to build an inclusive culture that encourages, supports, and celebrates the diverse voices of our board and committee members, employees, volunteers, and clients to feel empowered to share their experiences and ideas.

POLICY

At Alternatives Incorporated, a diverse, inclusive, and equitable organization is one where all board and committee members, employees, volunteers and clients—whatever their gender, race, ethnicity, national origin, age, sexual orientation, identity, education, or disability—feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and services. We respect and value diverse life experiences and heritages and ensure all voices are valued and heard.

We are committed to modeling diversity and inclusion for the entire community and maintaining an inclusive environment with equitable treatment for all.

To provide an informed, authentic environment for cultural equity, Alternatives Incorporated strives to:

- Seek diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff and the survivors we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.

- Advocate for and support thinking about how systemic inequities impact our organization's work and how best to address it in a way that is consistent with our mission.
- Practice and encourage transparent communication in all interactions.
- Interact with respect and tolerance. We expect all employees to embrace this notion and express it through everyday practices.
- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources for staff and clients.
- Be intentional and conscious of bias during the hiring, promoting, or evaluating process.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression and disparity.
- Collaborate with small businesses, minority owned firms, women's business enterprises, agencies, and community partners who share our commitment to diversity and inclusion.

Alternatives Incorporated abides by the following action items to help promote diversity and inclusion in our workplace:

- Provide survivors with opportunities to express opinions regarding their experiences with diversity and inclusiveness while receiving our services.
- Maintain a diverse workforce by seeking employees reflective of varying cultures, races, ages, classes, genders, sexual orientations, religion, and physical abilities.
- Encourage Alternatives Incorporated's personnel to conduct a self-inventory of their allegiance to recognizing differences as an asset and reaffirm their commitment to maintaining a culturally competent organization.
- Collaborate with organizations serving diverse individuals and groups in order to provide information and education to diverse populations.
- Facilitate domestic and sexual violence presentations in geographically diverse communities in order to reach diverse populations who are in need of Alternatives Incorporated's services.
- Design, maintain, and distribute culturally diverse materials focused on reaching victims of domestic and sexual violence and members of the community at-large.
- Maintain a Board of Trustees representative of our geographic service area in order for Trustees to individually and collectively open doors that will support the agency in achieving our mission.

- Develop and promote a plan that guides the agency through recognizing and celebrating all aspects of differences.
- Develop and maintain a diversity review team who will assist management and the Board of Trustees in reviewing materials and services; confronting issues; and making recommendations for change.
- Remain diligent in meeting the goal of our diversity plan and ensuring an organization committed to diversity and inclusiveness.