



The Spectrum Diversity Commitment

Youth and adults of all social and cultural identities; including race, religion, ethnicity, class, sexual orientation, gender, gender expression, age, country of origin, and mobility; should be treated with respect, dignity, and equity.

Spectrum Youth and Family Services is committed to creating and maintaining an environment and community that . . .

- Is free from racism, sexism, homophobia, and all forms of injustice and inequity.
- Is free from the weight of hate, discrimination, and fear.
- Is uncompromised in physical and emotional safety.
- Fosters and practices civil and respectful dialogue.

Diversity, Inclusion & Equity

Diversity:

1. We strive to reflect the communities we serve.
2. We are intentional in our efforts to attract and retain diverse employees, and to include such social and cultural identities as race, ethnicity, gender, gender identity and expression, age, sexual orientation, religion, disability, socioeconomic status, background, and lived experience in recruitment and hiring.

Inclusion:

1. We provide accessible services to all populations and people of all social and cultural identities.
2. We commit to creating an inclusive, affirming, just, and culturally competent* work environment.
3. We commit to cultivating an atmosphere of respect and support.

Equity:

1. We work as allies with our community to co-create services that are more responsive to our community's needs.
2. We commit to counteract injustices by increasing access to services for anyone experiencing oppression.**

* Culturally Competent:

We work together as an organization to adapt to an ever-changing community population that is composed of a variety of personal and cultural identities, in order to provide effective culturally responsive services.

** Oppression:

How society, history, beliefs, culture, government, laws, behaviors, and institutions work together to create a hierarchy in which there are dominant groups that receive privileges and power based on their race, gender, ethnicity, sexuality, identity, and beliefs, and minority groups that are severely disadvantaged and oppressed by society, resulting in strong inequalities. Only the dominant group can be oppressive because the dominant group has the power. (Definition adapted by Spectrum Youth & Family Services from Open Source Leadership Strategies)

For Spectrum Youth & Family Services this means that. . .

- cultural competency is an ongoing process of learning about all social and cultural identities. We commit to adapting our organization as we learn in order to improve services for all individuals.
- we are creating a culturally responsive, knowledgeable, and self-aware work environment that effectively communicates across cultures by implementing trainings, workshops, and seminars; creating educational resources; and having informal gatherings to foster self-awareness and discuss topics surrounding prejudice, racism, equity, and cultural beliefs.
- we continually reassess our progress.
- we have leaders in the organization who reflect the community that we serve, and who are helping and supporting employees in their cultural competency work.
- our strategic plan includes a timeline and a budget for diversity, inclusion, equity initiatives.