



## **CASA of Kent County**

### **Diversity, Equity, and Inclusion Value Statement**

CASA of Kent County is an inclusive and equitable organization that values diversity and respects people for their unique ethnicity, education, gender identity, heritage, lived experience, national origin, physical ability, mental health, political affiliation, race, religion, sexual orientation, and socioeconomic status.

CASA recognizes the disparities in the child welfare system and will center efforts around ensuring a voice for every child who has been abused and neglected.

CASA of Kent County abides by the following action items to promote diversity, equity, and inclusion in our workplace:

1. Engage all with respect, tolerance, and humility in pursuit of diversity, equity, and inclusion
2. Provide equitable opportunities for volunteerism, employment, and advancement in our organization
3. Recommend expanded services and incorporate trauma informed care for CASA children who have had adverse childhood experiences and have not received equitable care and support
4. Practice and encourage transparent, culturally, and emotionally intelligent communication
5. Bring additional and diverse voices to the table to influence our policies and practices
6. Address assumptions that interfere with inclusive and equitable outcomes for CASA children
7. Pursue cultural intelligence for employees, board of directors, and volunteers by participating in learning opportunities
8. Expand CASA's network to include individuals and organizations who value equity, diversity, and inclusion and who reflect the culture and identities of children served
9. Use quantitative and qualitative data to measure CASA of Kent County's progress toward diversity, equity, and inclusion
10. Understand each CASA child's unique qualities and demonstrate respect for their traditions, culture, and values
11. Work in partnership with community stakeholders to address the community's issues of racial disproportionality in the child welfare system

CASA of Kent County's board and staff are committed to ongoing DEI work at accountability. As such, CASA will review efforts and progress regularly.