**Mt. Hope Family Center (MHFC)-Diversity, Equity, Inclusion And Belonging Statement**

Racism is a public health crisis. At Mt. Hope Family Center, we strive to combat racist systems that continue to oppress and marginalize communities of color, create inequity, and violate a sense of safety and belonging. We are an organization that works to ensure the psychological and physical safety of the children and families we serve and the staff we employ.

Mt. Hope Family Center is committed to a diverse, inclusive, and equitable environment where all staff, board members, and volunteers feel respected and valued regarding their gender, age, race, ethnicity, national origin, sexual orientation or identity, ability, education, or religion.

As an organization, we commit to partnering with the University and our community to listen and learn, help us understand, and combat racism in our Center and our community systems. We all DESERVE to thrive in a diverse, equitable, and inclusive community.

We value strengthening relationships, supporting family systems, and addressing barriers and dismantling disparities children and families face, especially Black Indigenous People of Color (BIPOC), Asian American Pacific Islander (AAPI), Lesbian Gay Bisexual Transgender Queer and/or Questioning (LGBTQ) +, children and families, those with visible and invisible disabilities, and of all religious beliefs.

We condemn the actions of individuals and systems that do not prioritize the safety of children or value family systems, especially those acts that jeopardize the safety and invoke trauma experiences and responses. We are an organization that strives to learn from communities about their strengths, cultural wealth, areas for needed support, and ways of doing things *Ever Better*.

We are an organization that values providing relationships, space, time, and resources for healing around stressful and traumatic experiences children and families endure. We push against those systems that incite trauma and fear in others. We are committed to effective action against any harmful behaviors, systemic, interpersonal, and institutional racism, and all forms of discrimination and oppression.

Our philosophy is to provide informed inclusive leadership for diversity, equity, inclusion, and belonging that includes but is not limited to:

* Committing to inclusive leadership with respect and tolerance, and we encourage all staff and volunteers to express this in their work within our organization.
* Striving to see diversity, equity, and inclusion in connection with our vision and mission to benefit those we serve.
* Aiming to recognize and address inequities in our policies, programs, and services.
* Updating and documenting progress on our diversity, equity, and inclusion practices.
* Promising to investigate underlying assumptions that interfere with our diversity policy.
* Committing to advocating for systemic inequities that impact our work and address it according to this policy and in accordance with our mission.
* Committing to being transparent about diversity in all our interactions.
* Dedicating time and resources to expanding greater diversity within our staff and leadership positions.

Mt. Hope Family Center agrees to abide by the following action items to promote diversity, equity, inclusion, and belonging in our work:

* We will create new learning opportunities and formal, transparent policies as we strive for cultural competency throughout our organization.
* We will strive to conduct or identify research related to equity so that we can make progress in diversity, equity, and inclusion, and we will share our findings publicly on our website.
* We will take action to improve diversity, equity, and inclusion in our staff and leadership positions.
* We will identify resources for our underrepresented constituents by networking with other organizations committed to efforts for diversity, equity, and inclusion.
* We will develop internal resources that demonstrate our commitment to diversity, equity, and inclusion and present them to our members and members of our community.
* We will develop a system to create awareness and address biases during recruiting, hiring, and evaluating processes.
* We will train our staff to orient, onboard, and train our staff and volunteers on equitable practices.
* We will support policies in the public sector that promote diversity, equity, and inclusion.