



SPIRITT Family Services

Diversity, Equity, and Inclusion Statement

SPIRITT Family Services (SPIRITT) not only stands for diversity, but also for equity and inclusion in all of its practices, policies, procedures, and culture. In order to accomplish its mission to empower families, improve health and wellbeing, and strengthen communities, SPIRITT seeks to create meaningful, systemic change that impacts the community and leads to a safer environment for all; this includes proactively addressing internal systems that may hinder SPIRITT's diversity efforts. Ultimately, SPIRITT's goal is provide a positive, welcoming, and safe space for every individual walking into our Family Centers.

Our core values - respect, responsibility, resourcefulness, recovery, and resiliency - are also implemented at all levels of the organization and are integral for providing culturally inclusive, high quality, and effective services to over 15,000 individuals served annually:

RESPECT

SPIRITT promotes respect and values diversity of all genders, age, race, ethnicity, national origin, sexual orientation or identity, education, and religion. This includes, but is not limited to, gender identifications, abilities, economic status, marital status, geographic locations, philosophies, and veteran status of all individuals.

RESILIENCY

SPIRITT honors and acknowledges that an individuals' background and the challenges they overcame are part of their story and who they are. SPIRITT maintains an environment where it highlights and upholds a high level of awareness of the resiliency that everybody possesses. Only then can SPIRITT persevere to build a better foundation and better work effectively with culturally diverse groups.

RESPONSIBILITY

SPIRITT is committed to its *Cross-Cultural Humility Plan* which illustrates how it will address and respond to diversity, equity, and inclusion of its stakeholders - persons served, personnel, other stakeholders.

RESOURCEFULNESS

SPIRITT practices its service philosophy of culturally inclusivity and humility through the utilization of the *National Culturally and Linguistically Appropriate Services (CLAS) Standards*.

RECOVERY

SPIRITT works in partnership with persons served, personnel, and other stakeholders sharing a common vision to address inequities and systemic barriers.