



Washington County Kids Diversity, Equity, and Inclusion Statement

We respect and value diverse life experiences and heritages, and we work to ensure that all voices are valued and heard. We are committed to modeling diversity and inclusion for out-of-school time (OST - early learning, after-school, and summer) programs and service providers, and we strive to maintain an inclusive environment with equitable treatment for all.

Washington County Kids is inclusive of all individuals regardless of race, age, religion, color, gender, gender expression and identification, sexual orientation, national origin, physical or mental disability, marital or veteran status, immigration status, or other classification. We believe that every individual should have the opportunity to reach their full potential.

We know that bringing about equity and inclusion will require reflection and persistence. Washington County Kids will continuously work to review our programs, our values, and our relationships with partners. Our policies shape our growth and service as an organization.

Washington County Kids is not undertaking this task first or alone. We seek to be a leader in creating equitable and inclusive programs, practices, and policies. Achieving this will require collective engagement, commitment, expertise and input from families, youth, and the broader community about our programs and progress.

To provide informed, authentic leadership for cultural equity, Washington County Kids strives to center race in our diversity, equity, and inclusion work and connect it to our mission. It is critical to ensuring the well-being of the communities we serve. Given the historical context, sensitivity, and emotional charge associated with confronting race and racism, Washington County Kids will allow adequate time and space for developing a vision for the work. In addition, Washington County Kids will provide educational support, attend to readiness for this challenging work, and support hard conversations in order to achieve collective buy-in.

Washington County Kids will:

- 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 board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader in our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions. Commit time and resources to expand diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all associates, members, and partners to embrace this notion and to express it in interactions and through everyday practices.

Washington County Kids abides by the following action items to help promote diversity, equity, and inclusion in our work:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and formal, transparent policies.
- Generate and aggregate quantitative and qualitative research related to equity to make incremental, measurable progress toward the visibility of our diversity, equity, and inclusion efforts. Once the content is curated it will be added to our website so others can access it.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of our community.
- Pool resources and expand offerings for underrepresented constituents by connecting with organizations committed to diversity, equity, and inclusion efforts.
- Develop and present sessions on diversity, equity, and inclusion for members and OST youth programming organizations in the county.
- Advocate for public and private-sector policy that promotes diversity, equity, and inclusion. Challenge systems and policies that create inequity, oppression, and disparity.

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