



DIVERSITY AND INCLUSION STRATEGY

Family Advocates strives to promote diversity, inclusion, and equal opportunity throughout the organization by continually assessing the makeup of our employees, board, volunteers, and service recipients and looking for opportunities to expand our inclusion of persons of varying races, ethnicities, physical abilities, genders, ages, sexual orientations, veteran status, family structures and socioeconomic backgrounds. We place great value on the diversity of thought and life experiences our volunteers and employees contribute to our organization and believe these are essential to maximizing the effectiveness and impact of Family Advocates. To support this diversity and inclusion, we have four overarching goals:

1. **Diversity in Governance** - We seek to have a board reflective of the demographics, values and needs of the communities we serve.
2. **Diversity in Talent and Connected Culture** – We seek to maintain a staff and volunteer pool that is diverse, engaged and reflects the composition of the communities we serve. We encourage collaboration among employees and managers and seek to ensure a supportive, welcoming, inclusive, and fair work environment in which each employee feels a collective connection to the mission of the organization and the ability to contribute to their full potential.
3. **Inclusion and Culturally Welcoming Environment** – We maintain an inclusive and culturally welcoming environment for all of the constituents we serve that fosters openness, acceptance, and cooperation. We continue to implement initiatives to identify barriers that may deter inclusivity and opportunity for all.
4. **Diversity of Support** - We educate our supporters about our mission, including our diversity goals, and benefits to our community of family health and the protection of children.