



## **Kids & Families Together Statement Regarding Justice, Equity, Diversity and Inclusion**

Our agency has compiled a set of principles and values in accordance with county mandates, and clinical ethical codes regarding justice, equity, diversity and inclusion. From our Kids & Families Together mission statement: “We value and embrace diversity and inclusiveness and want everyone who walks through our doors to feel safe and welcome here;” from our Justice, Equity, Diversity & Inclusion (JEDI) Task Force; “We will make an ongoing commitment to recommending research and training in diversity and multi-culturalism focusing on enhancing the well-being of our community while working to create guiding principles for an equitable workplace.”

Our staff are guided by these professional mandates; we do not condone or engage in discrimination, we have an awareness of historical and/or social prejudices and we do not perpetuate these historical and/or social prejudices. We seek to challenge social injustice, to respect the inherent dignity of the person, and promote ethical practices on the part of the organizations with which we are affiliated.

In the event of any interaction within our agency or with community partners that goes against our values and mandates surrounding justice, equity, diversity and inclusivity:

- The initial step would be to address any concerns directly when possible and appropriate.
- If the issue cannot be resolved directly, then concerned staff would take the issue to their direct manager for discussion.
- If it is relevant, the next step would be for a K&FT manager to address concerns with the outside agency’s supervisor or manager to either continue the conversation or identify potential training issues.
- If that does not resolve the issue, then the K&FT staff and manager will communicate with upper management and/or our JEDI Task Force to assess our organizations position on the concern.

Our goal is to make our concerns clear and discuss possible resolutions. If a resolution cannot be found, Kids & Families Together will determine if the request goes against our agency values, professional mandates, and/or clinical ethical guidelines.

Justice, equity, diversity and inclusion are at the heart of what we do at Kids & Families Together. We celebrate differences, welcome authenticity and commit to constantly learn and grow as we strive to make our community a better place for families to thrive and relationships to flourish. We acknowledge that we need to hear from people with diverse experiences in order to hold us accountable and ensure we are continually moving this work forward.