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**Diversity, Equity & Inclusion Policy for CASA for York County**

We advocate for children knowing every child deserves a safe, stable, and loving home. As a community of staff, volunteers, and supporters, CASA for York County believes that family preservation is in a child’s best interest when it is safe. We practice cultural humility by collaborating with our children and families as experts in their own lives. We recognize institutional discrimination and bias adversely and inequitably affect our children and their families. We commit to challenge our own implicit biases and we also commit to work toward building a diverse and inclusive CASA community, as we continue to learn and grow alongside our children and families.

**DEI Policy Goals**

Diversity

We commit to fostering diversity, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origins, religious commitments, age, disability status and political perspective.

Equity

We commit to working actively to challenge and respond to bias, harassment and discrimination. We are committed to a policy of equal opportunity for all persons and we will not allow any form of discrimination on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight or veteran status.

Inclusion

We commit to pursuing deliberate efforts to ensure that CASA for York County is an organization where differences are welcomed, where different perspectives are respectfully heard and where every individual feels a sense of belonging.

“Diversity” as used here refers to human attributes that are different from your own and from those of groups to which you belong. Visible diversity is generally those things we cannot change and are external, such as age, race, ethnicity, gender, and physical attributes. However, diversity goes beyond this to attributes that are not readily seen, such as work experience, marital status, educational background, parental status, income, religious beliefs and affiliations, geographic location, or socioeconomic status. So, when we recognize, value, and embrace diversity, we are recognizing, valuing, and embracing the uniqueness of each individual.