



LET'S TALK ABOUT DIVERSITY, EQUITY & INCLUSION

At Reclaimed Hope Initiative, our dedication to serving families in our community is inseparable from our commitment to diversity, equity and inclusion. It is central to our mission as a support and advocacy organization to ensure that each member of our community has full opportunity to thrive in their environment. We believe that diversity, equity, and inclusion is key to individual flourishing, personal excellence and the advancement of knowledge.

Reclaimed Hope Initiative is committed to transforming each aspect of our organization by confronting our own biases and operationalizing our values. We know that intention alone will not change things. To this work, we bring the successes and mistakes of our own continuing efforts in the direction towards diversity, equity, and inclusion on behalf of all the families we serve. The mission and vision we hold for supporting and empowering the families in our community, move us to directly challenge ourselves and to deconstruct frameworks of oppression while building opportunities for learning, change and accountability.



OUR DEFINITIONS

Diversity includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values.

Equity is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. Marginalized individuals want to know they're not going to be the token person to represent a demographic. Individuals shouldn't have to worry about whether or not they fit in; they should have equal access to opportunities and resources, allowing them to fully contribute to their community.