

## **Wayside's Commitment to Diversity, Equity & Inclusion (DEI)**

Mission Statement: Wayside is a human service agency committed to anti-racism, social justice and advocacy.

FRAMEWORK: An Equity Continuum - Wayside seeks to continue its movement beyond an awareness of the importance of diversity and a focus on recruiting and retention, to creating and living in an inclusive culture that is accepting and affirming of all staff and clients. We will continuously work to become an agency that addresses institutional mechanisms inside the organization to reflect and reinforce these values.

We have five goals to guide us in fulfilling our mission:

- 1) Creating trust.
- 2) Having courageous conversations.
- 3) Increasing social capital.
- 4) Applying an equity lens.
- 5) Measuring data and holding ourselves accountable.

Wayside will continue to grow into a strong, model organization that exemplifies Diversity, Equity, and Inclusion for the ultimate benefit of our clients, the community and ourselves.

Commitments previously made, implemented, and ongoing at Wayside since 2016:

- Our organization conducts anti-racist training for our governing board and leadership team.
- Our organization commits to hiring or appointing a DEI (Diversity, Equity and Inclusion) position that reports directly to the leader of the organization. Identify a DEI consultant to provide part-time support and training.
- Our organization has established clear and measurable Diversity, Equity and Inclusion metrics that are aligned and embedded within our strategic plan.
- Our organization has created safe and supportive places within our organizations through the use of affinity groups.
- Our organization continues to provide ongoing anti-racist professional development.
- Our organization conducts required anti-racism and anti-bias training at all staff levels.
- Our organization continuously works expand our understanding of the various layers of racism (internalized, interpersonal, institutional, and structural).
- Our organization provides professional development and support to community residents and entities interested in creating an anti-racist world.

Personal commitments from the Agency Senior Leadership:

- Engage in and seek to understand what BIPOC staff are thinking and feeling and their level of buy in. Do others feel the work being done is genuine and authentic.

- Support and encourage staff to speak truth to power; remember those providing the direct work on a day to day basis.
- Be open and vulnerable in sharing/owning my mistakes and invite/encourage feedback from which I need to learn and grow.
- Have a frame of reference to hold conversations with teams about why this topic is important and why holding these discussions is critical.
- Take responsibility to share what Wayside is doing and advocate externally, while also letting others know we are committed to continuously evaluate ourselves.
- Explore sacrifice- what it means, what are/are not we willing to sacrifice and challenging the assumptions of sacrifice.
- Know when to step up and when to step back, challenge the worldview and being intentional about it.
- Be more transparent in conversations about why decisions are made through an equity lens. Open conversations with others to become more honest/forthcoming.
- Continuously take action to continue and advance the work.
- Embrace and examine any discomfort, uncertainty, hope and fear that conversations may elicit.
- Incorporate more diverse voices- specifically in trainings to have trainers reflect participants and population.