

DOCUMENTING STEPS TAKEN

Ascentria Care Alliance's DEI Journey

Value Statement:

We believe all people have the right to equal opportunity and to live a life free from discrimination, prejudice and bias. Ascentria actively embraces teaching tolerance and seeks harmony in difference.

Vision:

We envision an environment for ourselves, our employees and our clients that is inclusive, fair, dignified and respectful.

Ascentria aspires to be an organization whose population reflects the diversity of the community we serve. Ascentria also aspires to be a welcoming climate for all regardless of racial, ethnicity, religion or lifestyle choice.

- To employ staff reflective of the diverse community we serve
- Routinely train staff in diverse and inclusive practices and principles
- Enact policies and practices that proudly support a more diverse and inclusive culture
- Provide opportunities for employees and clientele to celebrate their diversity together

Mission:

At Ascentria Care Alliance we work towards breaking the cycle of systemic oppression and marginalization by including, empowering, educating, and amplifying the voices of the diverse community that we employ and serve.

Commitment:

We are committed to working to create and sustain an organization that ensures that every person has an opportunity to achieve optimal health and success/happiness regardless of: The color of their skin; Level of education; Gender identity; Sexual orientation; Religion; The job they have; The neighborhood they live in; Whether or not they live with a disability; Their age; The primary language they speak.

To achieve our vision and to fulfill our mission will take continuous work, extending beyond the tenure of each employee, volunteer and constituent. Therefore, when faced with the challenges of adversity Ascentria is committed to strive to continually do the next right thing intended to sustain a culture of inclusiveness, equity, quality and cultural competency.