

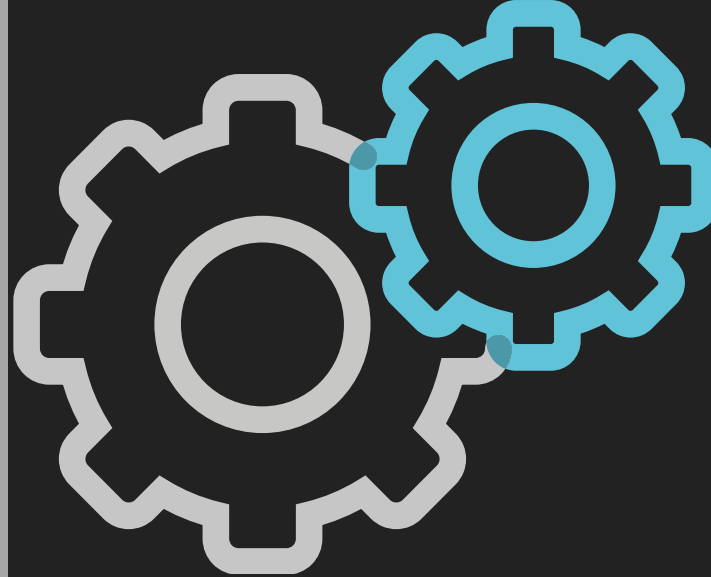
# WHAT DOES DIVERSITY, EQUITY AND INCLUSION MEAN?

**Diversity-** the inclusion of individuals representing more than one national origin, color, religion, socioeconomic stratum, sexual orientation, etc.

**Equity-** fairness or justice in the way people are treated

**Inclusion-**The aim of inclusion is to embrace all people irrespective of race, gender, disability, medical or other need. It is about giving equal access and opportunities and getting rid of discrimination and intolerance.

*Our diversity, equity and inclusion mission guides us to intentionally seek to not only acknowledge differences such as class, gender, race, level, etc., but truly try to recognize, understand and appreciate the impact of these differences in the work that we do in the community, with our colleagues and those we serve.*



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# INCLUSION

GUIDING ORGANIZATIONAL  
CHANGE WITH

**Centerboard**  
● Empowering families, young people and communities for success ●

## WHAT IS MULTICULTURAL TRANSFORMATION?

- *Moving from focusing on recruitment and numbers to retention and relationships*
- *Shifting from goal-oriented to process-oriented when it comes to inclusion work*
- *Rather than extending an invitation to join the existing structure, defining and achieving a collective vision for the organization while embracing and utilizing all differences*

## WHAT WE OFFER?

Ready to do more than hang a certificate of training on your wall? Ready to roll up your sleeves and dive in? Great! Our work with you is based on the understanding that we all must first build awareness of unconscious beliefs, assumptions, and behaviors...and then the stage is set for a conscious and lasting shift in those behaviors without shame or blame. What you won't get from us: shame, blame, guilt, confrontation.

### **What you will get from us:**

- Practice applying evidenced-based tools for doing real DEI work as it relates to situations you are encountering
- The knowledge to have courageous, necessary conversations about differences
- Setting the stage for all to speak their truth
- The support and constructive feedback to keep on keepin' on when the work gets messy
- The development of internal capacity to put new knowledge and insights into practice on a daily basis organization-wide

## IF WE CAN DO IT, YOU CAN DO IT

- Prior to our DEI journey beginning in 2008, 18% of managerial positions were held by people of color. As of 2018, that number increased to 45%
- 25% of prospective applicants state that they applied to work at Centerboard as a result of hearing good things about our DEI work
- 40% of our Board members represent one or more target social identities
- Numerous policies have changed to be more inclusive
- Our DEI Committee is leading the charge on needed continued change
- Inclusion is woven throughout our three-year strategic plan