



## Commitment to Diversity, Equity & Inclusion

Bethany Christian Services is a global, faith-based, organization with multicultural staff, clients, and stakeholders.

We strive to sustain a culture that reflects the communities we serve, where they feel safe, respected, supported, and valued, and where their diverse voices are listened to, learned from, and elevated.

We believe diversity, competency, and humility within our staff and boards are strengths that allow us to better protect children and empower individuals to grow with excellence and equity.

We are determined to make our services accessible to people of every race, ethnicity, religion, gender, sexual orientation, gender identity and expression, age, ability, socioeconomic status, or citizenship status, and we seek to include all who are vulnerable or hard to reach.

We seek to involve those we serve in the design, development, administration, and monitoring of our policies, practices, and services.

We are committed to exploring, acknowledging, and addressing the impact of discrimination and systemic racism throughout the child welfare system and in the communities we serve.

We will move beyond this commitment into action by ensuring that diversity, equity, and inclusion, are promoted in our programs, decision making, and communications.

We advocate, at all levels of government, to ensure all children and families have equitable opportunities for safety, love, and connection.

We recognize that there is still more to be done. This work can be uncomfortable and even painful, but we believe that the greatest challenges bear the greatest rewards.

We value all who walk through our doors and aspire to serve them with grace, love, integrity, and excellence because we are all created in God's image and deeply loved.

These commitments are an expression of our faith as we seek to live and love like Jesus.