

DIVERSITY, EQUITY, INCLUSION & BELONGING (DEIB) STATEMENT

At the Alameda County Social Services Agency, our mission is to promote the economic and social well-being of individuals, families, neighborhoods, and communities. An essential component of the work toward achieving our mission is our commitment to addressing structural racism, discrimination, and other inequities across our communities. More equitable outcomes can be achieved through a focus on diversity, equity, and inclusion throughout our Agency's policies, practices, and programs. The ultimate goal is to create a greater sense of belonging for all.

► **When we focus on diversity, we recognize and prioritize representation of all of those who make up our communities.**

This diversity focuses on both seen and unseen characteristics across our community members. Diversity integrates the variety of backgrounds and experiences into a richer understanding of who we are, where we come from, and how we can best work together to achieve common goals.

► **When we work towards equity, we acknowledge that we must directly confront the impact of racism and discrimination in our Agency and across all socioeconomic statuses across our communities.**

Equality means each individual or group of people is given the same resources or opportunities. Equity is a process that removes barriers that arise from bias and systemic injustices, expanding access to resources and opportunities for full participation in our society and a shared capacity to thrive.

► **When we focus on inclusion, we ensure that all people feel welcome, respected, and valued.**

Inclusion embraces our differences and honors our interdependence, allowing for a culture of understanding and uplifting a sense of belonging. Diversity without equity and inclusion, is exclusion.

As an Agency, we advocate for programs that help improve the lives of immigrants, refugees, LGBTQ individuals, women and children, boys and men of color, fathers, our older adults, and people with disabilities —to foster stronger communities and effect positive social change.

OUR STRATEGIC DIVERSITY, EQUITY, INCLUSION & BELONGING EFFORTS INCLUDE:

- Protection and support of policies and practices that eliminate disparities and ensure equitable opportunities and better futures for our clients.
- Support of policies and partnerships that focus on addressing critical challenges faced by people of color.
- Use of Race & Equity tools to capture a comprehensive approach to integrating race and equity into routine decision-making.
- Analysis of our service delivery to help develop strategies and actions that reduce racial and gender inequities.
- Ensuring all materials are available in all threshold languages to promote equal access to services for all clients.
- Opposition to any discriminatory or unequal treatment.
- Support of policies and programs that preserve, support, and expand services and opportunities for individuals with disabilities.
- Direct input from community members on the quality of our resources and services to invest in innovative improvements.