

## VYFS Equity and Inclusion Policy

Vashon Youth and Family Services [VYFS] fosters a thriving community of emotionally healthy and resilient children, youth, adults, and families. At VYFS, equity, diversity, inclusion, and culturally competent client service are core values. We are actively dedicated to putting those values into practice at every level. We are committed to a comprehensive approach to advancing equity for all, including people of color and others who have been historically underserved, marginalized, and adversely affected by persistent poverty and inequality.<sup>1</sup>

Advancing equity requires a systematic approach to embedding fairness in decision-making processes. To that end, we are dedicated to identifying, recognizing, and working to redress inequities in our organization. We will demonstrate this in our human services, operations, workplace culture and relations with community partners. We recognize that historical and systemic social inequalities have marginalized some groups while privileging others. As a historically white organization, we are committed to identifying systemic inequalities in all facets of our work including (but not limited to): policy decisions, resource allocations, intentional use of the VYFS platform, board and staffing choices, and strategic planning goals. VYFS is also committed to repairing, healing, and renewing our community by fostering connections where diversity thrives, inclusion and belonging are the norm, and equity in all

---

<sup>1</sup> The term “equity” means the consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment, such as Black, Latino, Indigenous and Native American persons, Asian Americans and Pacific Islanders and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender, and queer (LGBTQIAS2) persons; persons with disabilities; persons who live in rural areas; persons who do not speak English or speak English as a second language; and persons who do not reflect these identities but are otherwise adversely affected by persistent poverty or inequality. [Adapted from: [Executive Order On Advancing Racial Equity and Support for Underserved Communities Through the Federal Government | The White House](#)]

its forms is the outcome. That commitment begins inside our own organization. We welcome meaningful conversations in the interest of growth and commit to continuous learning about how to nurture environments that are culturally relevant, trauma informed, evidence based, linguistically appropriate, anti-racist and systemically equitable.

We will actively create an organization that propels progress for the diverse communities we serve. We will demonstrate this through ongoing critical examination of the values, implicit and explicit biases, policies, allocation of resources and practices that drive both our internal culture and external engagements.

The VYFS Equity and Inclusion Team is committed to accountability in service of the values and work outlined in this policy. We ensure or accomplish this by:

- developing ongoing training opportunities,
- establishing and reviewing measurable, specific goals and progress metrics
- participating in regular reflection and discussion, and
- providing consistent and transparent reports during monthly staff meetings, Board meetings, and in the annual report.

This policy is intended as a living document, to be updated and refined as our knowledge grows and our understanding of the work evolves.