

How Family Voices defines diversity, equity, inclusion and belonging (DEIB)

diversity

FAMILY VOICES®

We seek and highly value different perspectives based on race, ethnicity, class, culture, language, religion, disability, gender, sexual orientation, geographical location, age, and the infinite variety of characteristics that people have in their lives and bring to their work.

equity

FAMILY VOICES®

We actively provide and share the necessary resources to have fair and just outcomes by understanding, acknowledging, and respecting differences among and within groups of people. These differences are often avoidable, remediable, and the result of structural determinants or policies. Some differences may be inherent or unavoidable but still require intervention to have fair and just outcomes. Equal does not always mean equitable.

inclusion

FAMILY VOICES®

We create policies and enable environments in which all involved are:

- afforded equitable access to benefits, opportunities, and resources
- carefully heard and considered in decision-making
- appreciated, respected, and encouraged for their differences and value systems.

belonging

FAMILY VOICES®

All those involved in our work feel accepted and supported in being who they are.

Belonging requires that we:

- foster a sense of ownership in shaping the outcome of the work, and
- create a safe space where people feel comfortable being their authentic, imperfect, and ever-changing selves.

Learn more about each of these definitions and their importance to our work at familyvoices.org/DEIB.