

## Racial Equity Action Plan

### Our History and Accountability

Our complicity in perpetuating and reinforcing racial inequities in our operations, culture, services, and care means we are failing to meet our obligations to our community and failing to deliver fully on our mission. **Simply put, we should, must, and will do better.**

### Our Commitment

**We are committed to becoming an antiracist organization** by working to overcome the disparities and inequities that exist in the services we provide, the people we reach, the workplace culture we foster, and the outcomes we achieve. This is the defining work of our time, and essential to our long-term relevance and impact.

### The Plan

The Racial Equity Action Plan consists of eight sections, designed to ensure we are addressing equity in all facets of our organization, how we do our work, and the impact we seek to make internally and externally:

- 1 Build a Diverse Board of Directors Committed to Antiracism
- 2 Establish a Diverse Team of Senior Leaders that Advances Racial Equity
- 3 Equip our Managers and Supervisors to Lead Equitably
- 4 Recruit, Hire, Retain, and Advance a Diverse, Talented Team
- 5 Engage Deeply Within the Communities We Serve
- 6 Cultivate a Rich Learning Environment
- 7 Track and Leverage Data to Improve Ourselves and Our Impact
- 8 Foster a Culture of Belonging

**We know that we are only at the beginning of this journey.** Our work will be ongoing, multidimensional, incremental, and ultimately transformative.

Over time, we will begin to look and act different: Leadership will change; How we design, implement, and evaluate our care models, research, advocacy, and services will change; The people who come to count on us, who want to work with us, who support us will change; and ultimately, **Lives will change.**