

Jacob's Chance Diversity Statement

Jacob's Chance 501c3, is committed to diversity and inclusiveness in all aspects of our organization to include programming, hiring, collaboration, management and service.

At Jacob's Chance, valuing diversity means understanding and learning about inequities in our communities and how our organization can address these inequities and respect others by listening and adapting as needed. We believe that all individuals regardless of race, disability, gender, sexual orientation, immigration status, and religious beliefs have a right to fair and equal treatment. We further understand that creating equity means adjusting programs for outreach and adapting to the unique needs of different groups of people.

Our board of directors, administration, volunteers, and staff are oriented to our mission of creating equity and inclusion.

We are committed to:

- The equitable treatment and elimination of discrimination in all its forms at all organizational level and throughout all programs.
- Seeking diversity in staff, volunteers and audiences, including full participation in programs, policy formation and decision-making.
- Recognition of the rights of all individuals with mutual respect: acceptance of others without biases based on differences of any kind.
- Seeking pluralism in society by modeling diversity and inclusion throughout all aspects of our organization.
- Building respect, dignity, fairness, equality and self-esteem for program participants and volunteers.
- Identifying inequitable, racist or non-inclusive language in all written and spoken communication.
- Embracing cultural differences and promoting cultural understanding.
- Respecting diverse skill levels and life challenges of our program participants, volunteers, staff and all of the corresponding families.

At Jacob's Chance, we welcome your feedback, comments, observations and suggestions for improving our commitment to diversity and inclusion. We are committed to being an organization that embraces diversity in our actions each day.