

(as of 12/16/11)

DIVERSITY STATEMENT

Diversity is essential for ASC to achieve its mission. A commitment to diversity is a deeply held value, but it is also a practical necessity for the organization to achieve its objectives.

For ASC, a commitment to diversity means:

- Ongoing, active, and meaningful engagement with the diverse communities in this region
- Programs and decision-making that is informed by, and responsive to, the priorities of diverse communities
- A staff and board that is diverse
- Regular staff and board diversity training
- Ongoing active board and staff recruitment among underrepresented groups
- A broad definition of diversity that includes race, ethnicity, nationality, class, religion, gender, sexual orientation, age, and disability.
- Safe and effective ways for concerns related to diversity to be shared
- Regular reporting and easy availability of information related to ASC's diversity performance
- Maintaining a diversity action plan

DIVERSITY ACTION PLAN

1. Identify communities

- African-American
- Latino
- African
- Vietnamese
- Cambodian
- Chinese
- Russian, Ukrainian
- Jewish
- Muslim
- GLBT
- Disabled
- Youth
- Non-English speakers

2. Collect demographic data

- Regional
- Schools

- Consumers of each service
- Volunteers

3. Outreach

- Contact each community, introduce ASC and our goals, request forum presentation and discussion

4. Presentations and feedback sessions

- Explain goals
- Articulate use of the ASC by that demographic
- Ask about impressions of ASC, how we can be more responsive
- Invite to special dinner or regular scheduled lunch

5. Dinner Series

6. Board invitations

7. Transparency and Accountability

- Post Diversity Statement and Diversity Plan on ASC web site
- Submit memo to board of directors annually regarding progress in attaining goals