



Diversity, Equity, Anti-Racism and Anti-Discrimination

Diversity, Equity, and Inclusion: The Coalition for Family & Children's Services in Iowa believes in the intrinsic dignity and value of every person. We strive for fairness and justice in the way people –member agencies, their staff, stakeholders, and children and families served – are treated and the opportunities they have to thrive by identifying and addressing racism, inequitable treatment, and other barriers to inclusion.

To enhance the collective impact of member agencies' services to children and families, the Coalition for Family & Children's Services in Iowa pledges to:

1. practice inclusion,
2. proactively seek out and value those with diverse backgrounds and perspectives to enrich group capabilities, and
3. share opportunities to support equitable work environments and behaviors.

Building our DEI Commitment, we are especially concerned with creating space for difficult conversations, hearing the voices that are often unheard and unheeded, and providing leadership where it is needed in governance and operations. In doing so, we advance the Coalition's mission while also providing culturally relevant service and value to members and society.