

DIVERSITY, EQUITY, & INCLUSION

Diversity, equity and inclusion have always been central to Bay Cove Human Services' work. We were founded on the principles that *everyone* deserves to be treated with dignity and respect, and that people should have access to the services that they need to help them live the lives they want to live. Our programs have always been designed for the people we serve to be fully immersed in the community—to live, work and thrive in the places they are comfortable.

We hold these same beliefs in regards to the exceptional staff who work for our agency. Bay Cove's Diversity, Equity & Inclusion Steering Committee—comprised of staff from throughout our agency—help Bay Cove institutionally address biases, disparities, and structural barriers that impact the conditions, experiences and outcomes of those historically and systemically left behind or excluded. Bay Cove's DEI efforts place underrepresented voices at the center of our work to establish priorities, determine goals, and to turn plans into actions—making Bay Cove a safe and welcoming workplace, and one that offers the same access to opportunities for all our staff.

The Steering Committee developed our current DEI strategic plan in conjunction with consultants from **Center Focus International, Inc.** A working group of 17 Bay Cove employees, comprised of staff who volunteered to participate, guided this strategic process, beginning with the development of a ***Statement of Intention*** to reflect our commitment and aspiration.

STATEMENT OF INTENTION

Everyone is welcome.

Diversity is our strength. Respect is our anthem.

We're greater because we are Equal. Racism and prejudice have no place here.

Safety and belonging are at the core of our values; they equip us to thrive.

By honoring the dignity of each other, everyone is comfortable bringing their authentic whole selves to work and belonging flourishes.

First, we listen, then we communicate with empathy, care & accountability.

An empowered workforce ignites us to be our best.

In coordination with this Statement of Intention, Bay Cove’s Diversity, Equity and Inclusion strategy is based on three central pillars:

INCLUSIVE LEADERSHIP

To ensure leadership demonstrates its commitment, responsibility, and accountability for modeling behavior that advances DE&I, and integrates equity into policies, messaging, and day-to-day practices.

TALENT: GROWTH, DEVELOPMENT AND ADVANCEMENT

To build and maintain a diverse, well-prepared, and stable workforce that improves representation at all levels and develops opportunity for advancement and growth.

A WORKPLACE CULTURE OF BELONGING

To create an inclusive culture that welcomes, values, and appreciates the full range of experiences, skills, and aspirations of a diverse workforce while fostering safety, dignity, and respect.

THE WORK IS ONGOING

Diversity, Equity and Inclusion is not a “project,” and it is not something that is ever completed. Rather, it is a commitment to ongoing self-examination—on both the individual and organizational levels—to understand and challenge the biases, assumptions, and structural barriers that impact members of the Bay Cove community, and to take meaningful action to address them.