



Board Diversity, Equity, Inclusion Policy (Approved 2021-8-25)

Equity, diversity, and inclusion are foundational to WCSS and our mission to support and advocate for a healthy community. Our success depends on an unwavering commitment to equity, diversity, inclusion, anti-racism and anti-oppression through words and actions.

We understand our immense privilege and responsibility. We recognize the inherent power imbalances in our work. We are committed to developing cultural competency and cultivating attitudes of anti-racism and anti-oppression throughout our organization by creating substantive learning opportunities. We seek to deepen our understanding of the challenges facing those we serve, many of which are rooted in systemic social inequities, exclusions, and divisions. And because knowledge is necessary but insufficient, we pledge to turn our learnings into actions that lead to greater impact and measurable results. This would be achieved through the processes of strategic planning and oversight.

We strive to create a workplace that reflects the community we serve and where everyone feels empowered to bring their full, authentic selves to work. We recognize that when we attract and retain diverse talent and foster an environment where the unique skills, capabilities, life experiences, cultures, self-expression, viewpoints, and dissenting opinions of all employees are valued, we are better positioned to enhance empathy, creativity, and ultimately innovation.

We hold our Board and Management accountable for developing diverse and inclusive teams, making decisions equitably and transparently, and modeling inclusive behaviors.

TOGETHER we are working toward a future that is more diverse, equitable, and inclusive for all.

