



## **Diversity and Belonging Committee (DBC)**

### **Purpose:**

The purpose of the DBC at Smart Love Family Services (SLFS) is to provide regular and intentional time and talent to consider the needs of staff and the community we serve in relation to matters of diversity and belonging.

### **Focus:**

The DBC will focus on the development and facilitation of programming including Committee on Racial and Social Equity (CORSE) and It Takes A Village (ITAV), Smart Love's community programming for minority families. The DBC will also facilitate input from staff about community, clinical, and collegial needs in areas of diversity and belonging.

## **Committee on Racial and Social Equity (CORSE)**

### **CORSE Mission:**

At SLFS we value the healing power of relationships. We are committed to anti-racism and anti-oppression and recognizing its impacts on us all. We believe we must be intentional about creating a climate of inclusion and diversity amongst colleagues and with our community that celebrates our differences and uniqueness as well as our common humanity.

As such, we are dedicated to ongoing self-education and collegial and community engagement that addresses racial and social justice. These efforts will help us truly listen to and better care for one another. By recognizing issues of equity for historically marginalized and oppressed peoples, we aim to employ a diverse workforce, foster staff diversity and belonging, and provide culturally informed care to all who seek our services.

### **CORSE Vision:**

Our commitment to growth in diversity and inclusion is an evolving and open-ended journey. Sincere dialogue, active listening, training and community engagement are keys to broadening our understanding and challenging our assumptions of those who are different from us. Using 4 avenues of learning--Read, Watch, Train and Do--with focused topics and monthly discussions, we will facilitate considerations of our social identities including race, gender identity and expression, sexual orientation, religion, income and education and their intersectionalities, and help us use this self-knowledge to provide culturally informed and affirming care to our clients and in the community.

### **In Practice:**

At SLFS we are committed to our ideals to create a safe space for clients to openly share their identities, cultural values, and to process the impact of racial and social traumas. We hope to communicate a warm welcome and invitation to individuals from diverse backgrounds by engaging in ongoing training, self-reflection and dialogue about diversity and anti-racism. Additionally, we take seriously the commitment to support our staff, knowing how we care for them directly impacts how well we care for clients and families. Specifically, in support of our BIPOC staff, we encourage open dialogue about what it is like working at Smart Love and ways we can enhance and improve their experience. This process includes inviting feedback through supervisory relationships and formal feedback avenues, as well as making a Staff Advocate available to address concerns including microaggressions. The increased depth of training, staff input and community engagement will lead to ongoing improvement and strengthening of our agency's culture, diversity of leadership as well as enhanced culturally informed clinical practice.

### **Structure:**

CORSE will serve as the main conduit for formal learning, self-reflection, and training in the area of cultural diversity. CORSE will include: Read, Watch, Train, and Do.

**Read** relevant literature including books and articles with discussion questions.

**Watch/Listen** thought provoking media such as movies, podcasts, or TED talks.

**Train** at quarterly workshops by an outside expert in Diversity, Equity and Inclusion.

**Do** participate in community outreach or events that support social and racial justice.

**CORSE for BIPOC Staff:** All BIPOC staff at Smart Love will be invited and encouraged to attend two or more meetings over the course of the year led by a BIPOC Clinician. The focus of these meetings is to give BIPOC therapists support and an opportunity to share their unique experiences as BIPOC therapists, both triumphs and challenges. Staff will also be invited to share feedback about how Smart Love can grow in supporting them as well as clients from the BIPOC community.