

EVOLVE is committed to serving as an antiracist and anti-oppressive organization. We expect all individuals associated with EVOLVE, including employees, board members, interns, contractors, vendors, and volunteers to comply with the following standards:

EVOLVE acknowledges that we work within a society and systems of care that are rooted in white supremacy and racism, which frequently result in disparate outcomes for children and families of color. We are committed to dismantling oppression, racism, and other forms of discrimination in all areas of our work to ensure that the children, families and communities we serve receive excellent care and services that enhance and advance their quality of life.

In alignment with the standards of the Child Welfare League of America, EVOLVE cultivates the ability of our staff and our systems of care to respond respectfully and effectively to people of all cultures, races, ethnic backgrounds, abilities, sexual orientations, gender identities, gender expressions, and faiths in a manner that recognizes, affirms, and values the work of the individuals, families, tribes and communities that protects the dignity of each.

On an agency level:

- We are committed to identifying and fighting against racism in all of its forms by unlearning inappropriate, hateful and false practices that have led to systems that marginalize, dehumanize, and deny people the opportunities that all humans deserve.
- We are committed to continually reviewing and updating our agency policies, procedures and practices through an antiracist and anti-oppressive lens.
- We engage in political advocacy to support enhanced quality of life, fair practices, and equitable access for the communities we serve, and to fight against oppressive, discriminatory, and racist legislation.
- We speak out on social issues; we will not be silent in the face of racism and other forms of injustice and discrimination that impact the individuals, children, families we serve.
- We ensure our marketing and communications reflect our antiracist and inclusive work, educate our constituents and break down assumptions and stereotypes related to our foster care system, pregnancy services, parenting support, adoption, therapeutic services and education.
- We engage in proactive and reflective decision making to assess unintended and negative consequences that major decisions and policies may have on those who have been marginalized and oppressed prior to implementation.
- We monitor and address norms and unwritten rules that allow for discrimination to take place.
- We are committed to continually monitoring, reviewing and updating hiring practices to ensure they are equitable and intentional in the recruitment of a diverse workforce. We will strive to staff the organization to be diverse and reflective of the populations we serve through all levels at the organization, including direct staff, management, leadership and board.
- We are committed to creating an inclusive environment in which all employees are able to perform at our best; feel valued, respected, and motivated; contribute views and ideas for improvement; have professional development, leadership, and learning opportunities, and challenge each other continually to build an equitable and inclusive environment and culture.
- We will engage staff, as well as the individuals, children and families we serve, community partners and other stakeholders, for feedback to ensure that the communities we serve are informing our practice.

On a department level

- Department leaders effectively lead and demonstrate antiracist, anti-oppressive and intercultural work, and respond appropriately and expediently to instances of racism, microaggressions, and other forms of discrimination.
- Each department conducts itself in alignment with the above standard and values.
- Each department is committed to continually reviewing and updating department/program practices, policies and procedures through an antiracist and anti-oppressive lens.
- Program forms, marketing and communication shall be created with inclusive language that is reflective of our mission, values and populations served.
- Teams regularly discuss and engage in diversity, equity, inclusion, antiracism, anti-oppression, and intercultural work while holding one another accountable.
- Teams regularly review and evaluate feedback from the individuals, children and families we serve and implement changes to advocacy, practice, policy and procedure.

On an individual level:

- It is the expectation that each person associated with EVOLVE holds value in antiracism and anti-oppression, can articulate the impacts of racism and oppression on the individuals, children, and families we serve, and is doing work to enhance their knowledge and growth in antiracist and intercultural work. It is the expectation that this value is held and that this work is done both in and outside of the organization. If you do not hold value in antiracism and are not seeking to practice antiracism and anti-oppression, you should not work at EVOLVE.
- All persons associated with EVOLVE prioritize diversity, equity, inclusion, intercultural, and antiracist work as we prioritize other primary duties of our positions.
- All individuals demonstrate capability in intercultural communication with the individuals, children and families we serve, as well as with fellow employees and community partners.
- All employees, interns, and board members must engage in agency sessions or activities related to diversity, equity, inclusion, and intercultural work and practice applying concepts.
- All employees, interns and board members must engage in discussions regarding race/racism and challenge racist and other discriminatory ideologies in policy, practice, with coworkers, individuals served, and community partners.
- All persons associated with EVOLVE practice self-awareness around implicit bias to not engage in microaggressions that communicate hostile, derogatory, or negative prejudicial slights and insults toward any group, particularly culturally marginalized groups.
- If microaggressions take place, individuals are expected to reflectively discuss the event or statement, strive to understand the impact, and seek to repair harm.
- All individuals will set and meet goals in their individualized work plan to further their development in DEI and intercultural work. Individuals are expected to be actively engaged in their plan and will be accountable to their supervisor and one another. Progress will be discussed in supervision and assessed as part of performance reviews.
- EVOLVE will not tolerate the use of racial or discriminatory epithets or slurs in any context.