



National Children's Alliance

# Diversity, Equity, and Inclusion Commitment Statement



**National  
Children's  
Alliance®**

*The Force Behind  
Children's Advocacy Centers*

# We believe that integrating diversity, equity, and inclusion into the fabric of our organization *makes us better.*


We take seriously the responsibility to make National Children's Alliance (NCA) and the world around us a more welcoming and inclusive place. Our perspective is that diversity, equity, and inclusion (DEI) are fundamental to social justice and integral to our goal of effecting positive change in the lives of Children's Advocacy Centers' (CACs') clients and the communities we serve.

At NCA, we believe DEI brings a vibrant mixture of experiences and backgrounds into our community, critical to informing our organization's values, policies, programs, and strategies. When we are empowered to envision solutions in a variety of ways, we can better recognize new and different opportunities, allowing us to create meaningful, systemic change toward more equitable and culturally responsive environments.

To us, DEI celebrates all the ways in which people differ, encompassing the characteristics that make one individual or group different from another, such as race, ethnicity, gender identity, disability, sexual orientation, religion, and more. NCA strives to create environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

We are committed to advancing DEI as an organizational imperative and dedicating resources to ensure the implementation of sound DEI principles in our program philosophy, employment practices, and governance. We are further committed to leveraging our sphere of influence to accelerate DEI change throughout our network of CACs. Living these commitments requires that we have an actionable, measurable strategy that aligns with our mission, vision, purpose, and values.





Doing this well requires intentional action. Advancing DEI within NCA is focused on these equity-centered commitments:

## We commit to

- Be active champions and role models for diversity, equity, and inclusion through a strong organizational commitment, proactive leadership, and well-defined actions with an overarching goal of equitable, culturally relevant, and respectful child protection practices throughout the field.
- Be an inclusive organization for practitioners and partners who provide care to children and families while embracing a culture of humility.
- Support our CACs to be sensitive to cultural context and uncompromising about child safety and well-being through our efforts related to accreditation, advocacy, training, capacity building, and partnerships.
- Incorporate DEI into NCA's organizational DNA and ensure it's not just what we do but who we are.
- Engage diverse vantage points in our decision making and intentionally center the voices of historically marginalized groups.
- Ask the tough questions and design bold systems-level solutions in the quest for answers.
- Hold ourselves accountable to the operationalizing of our DEI efforts and reporting out on our progress.

## We aspire to

- **Foster a diverse and inclusive workforce (national and local leadership) that is reflective of the communities we serve.** We are committed to recruiting, developing, and retaining a diverse team of individuals with extraordinary talents, abilities, and potential. We are intentional about creating a work environment where staff of diverse race, gender identity, sexual orientation, physical or mental ability, age, and other characteristics that shape our identities feel respected, appreciated, and free to be (and bring to work) their best authentic selves.

***We recognize that historical inequities and gaps exist in our sector and our organization, and we are committed to prioritizing change. We stand ready to ask big questions, take risks, and confront barriers to change head on. We will continue to review, assess, and refine our DEI commitment to ensure long-term progress as we grow. We hold ourselves accountable to being DEI champions and agents of change even when things might get difficult. Integrating DEI is imperative to the attainment of our mission, and it will continue to be a long-term priority for NCA.***