

Child Care Council of Dutchess and Putnam Diversity, Equity and Inclusion Statement

At the Child Care Council for Dutchess and Putnam a diverse, inclusive, and equitable workplace is one where all employees, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in our agency. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for the entire early childhood industry of the nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, the Child Care Council of Dutchess and Putnam strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensure the wellbeing of our staff, communities and the children and families we serve.
- Staff and Board advocate for and support thinking about how systemic inequities impact our work, and how best to address that in a way that is consistent with our mission.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board and staff.
- All employees will exhibit respect and tolerance in their everyday interactions and practices.

The Child Care Council of Dutchess and Putnam abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating learning opportunities and transparent policies.
- Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, and to work towards providing training and information to the community which we serve.
- Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity.