

DIVERSITY, EQUITY AND INCLUSION

“Diversity is being invited to the party, inclusion is being asked to dance.”-Verna Myers

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and our achievement as well. Clark County Domestic Relations Court-Juvenile Section is committed to preserving the individual differences, dignity, humanity, and uniqueness of each youth and family as we serve to support them through their challenges and on their path to success.

DEFINITIONS

Diversity: all the ways in which people are different and the different characteristics that make one person different from another. While diversity is often used in reference to race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, veteran’s status, marital status, language and physical appearance. Our definition also includes diversity of thought: ideas, perspectives, and values. We also recognize that individuals affiliate with multiple identities.

Equity: fair treatment, access, opportunity and advancement for all people while striving to identify and eliminate barriers that have prevented the full participation of some groups. Improving equity involves increasing justice and fairness within the procedures and processes of the institutions, as well as their distribution of resources. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society. (Independentsector.org)

Inclusion: the act of creating environments in which any individual or group can be and feel welcomed, respected, supported and valued to fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people. It’s important to note that while an inclusive group is by definition diverse, a diverse group isn’t always inclusive. Increasingly, recognition of unconscious or implicit bias helps organizations to be deliberate about addressing issues of inclusivity.

ACKNOWLEDGEMENT AND AFFIRMATION

We Acknowledge:

- The negative impact of structural and systematic inequities on historically marginalized youth, families and communities.
- That these youth, families and communities may have experienced discrimination, harassment and hostility and face fear and significant barriers to accessing necessary resources.
- That in the United States of America, there are systems that grant privilege and access unequally such that inequity and injustice result, and that must be continuously addressed and changed.

We Affirm:

- That in the United States of America, all persons deserve and are entitled to equal access to justice that is fair and unbiased.

ACTIONS:

- Strive to ensure that all of our programs and services are equitable in both access and outcomes regardless of a person's race, ethnicity, and gender, we embrace a broader definition of diversity that also includes age, national origin, religion, disability, sexual orientation, socioeconomic status, education, veteran's status, marital status, language and physical appearance;
- Strive to work with community partners to close the opportunity gap and challenging inequity;
- Operate with the knowledge that certain communities are over-represented among those youth and their families who are involved in the child welfare and/or juvenile justice system ;
- Pursue effective strategies and devote dedicated time and resources at every level of our organization to be responsive to youth's and/or family's expressed needs and to address those disparities through high quality and culturally responsive training;
- Acknowledge and dismantle any inequities within our policies, systems, programs and services;
- Strive for a greater diversity in staff and leadership by creating and supporting programs and policies that fosters diversity, equity and inclusion.