

Diversity Equity and Inclusion Statement of Beliefs

Beginning in the Fall of 2019, City Kids began working with The Raben Group, a public policy firm committed to opening the doors of power and influence for lasting inclusive change to draft our organizational Diversity Equity and Inclusion Statement of Beliefs. We are excited to share the text of this statement in its current form, understanding that this document will continue to evolve and change with the organization and our efforts to create an inclusive environment for our community.

We Envision

A world where individuals, communities, and systems evolve to create a bright, inclusive, and just future for all youth. A City Kids community where youth have the support they need to develop into confident young adults who are aware of their personal power.

We Strive to Design

An All-Inclusive Community: A culture built to support our community where all feel welcome, included and valued.

Youth-Centered Programming: A program that centers youth voice, priorities and experiences. One that holds a space for youth empowerment, supports youth across evolving and intersecting identities, and enables them to create their own success.

Strengths-Based Narratives about City Kids Youth: Internal and external communication that sets an example and clear expectations for authentic, youth-centered narratives.

Transparent Decision Making: Processes that engage those most impacted and systems that incorporate consensus-building and accountability for organizational leaders.

Continuous Learning: Opportunities and resources to engage all stakeholders in training, workshops, and discussion forums focused on furthering our DEI work.

A Culture of Feedback and Growth that prioritizes proactive communication and structured feedback that allow for accountability across roles and power dynamics.

DEI Implementation & Assessment action plans that enable us to create the community we strive to design and measure our progress in upholding this statement of beliefs.

We Acknowledge

City Kids well-being is intertwined with the well-being of others in the community including our youth, families, staff, board and partners. Wellbeing is enhanced when this community commits to practices that promote anti-racism, inclusivity, equity, and justice.

Youth entering City Kids rely on, and leverage personal successes and resources that exist outside of City Kids and serve as driving forces in their success.

City Kids operates within systems and structures that further divide and allocate resources based on race, gender, class, origin, and other attributes leading to the exclusion of important, impacted voices and existences.

City Kids has a role to play in disrupting systems of inequality, yet must start by understanding how we've benefited from and helped to perpetuate them.

Anti-racism work has been ongoing and evolving for centuries. City Kids continues to learn from and respect the individuals, organizations, movements, lands, animals, and those with and before us who have led the way.

