



Inspiring hope since 1905

DIVERSITY, EQUITY, INCLUSION AND BELONGING

June 2021

In keeping with our mission, Monadnock Family Services believes that our community can only thrive if everyone has the opportunity to succeed and live a healthy life. To this end, our organization will do all within our power to make real important principles that give witness to this assertion.

We will provide “effective, equitable, understandable and respectful quality care and services that are responsive to diverse cultural health beliefs and practices, preferred languages, health literacy and other communication needs.”¹

We are appalled by the escalating occurrences of violence towards marginalized individuals and groups across the country, and commit ourselves, as an agency, to stand united with our community partners in speaking out against such inhumane acts.

DIVERSITY

Monadnock Family Services welcomes people of all backgrounds, cultures, experiences, and identities. We understand that diversity creates a vibrant mosaic where each individual adds elements of style, perspective, abilities and beliefs as bright assets to our culture.

EQUITY

We strive for the just treatment, opportunity, and advancement of all our clients and staff. We commit ourselves to the continual re-examination and improvement of our policies and practices so that this value finds clear expression.

INCLUSION AND BELONGING

We commit to working to build a community here where all people feel they belong. Those who need our care and those who provide it must feel welcomed, respected, and valued in the experiences we create, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, and gender identity.

Along with other community partners, we will work to build and sustain the long overdue changes in our society needed to ensure health care equity in our country, particularly in underserved communities. We understand both overt and systemic racism as a public health issue since hatred, alienation and violence cause trauma and poverty. With other social determinants of health, racism fuels inequities in health causing unnecessary and unjust pain and suffering, premature death and civil unrest.

¹ National CLAS Standard #1.

OUR RESOLUTION

We resolve to create an atmosphere that celebrates diversity in all our programs. We undertake this challenge, as we aspire to be culturally aware, culturally sensitive and culturally informed mental health service providers, as integral to our mission.

We recognize that accountability is important and we continuously work to recognize and challenge our own personal beliefs. This means that we embark on an ongoing process of becoming aware of our own prejudices and privileges and that we accept the responsibility to challenge oppression and privilege in others and ourselves.

We will take concrete steps to improve ourselves, our clients' experience of care, and our community in ways within our means to embody our values around diversity, equity and inclusion so everyone is empowered to achieve greater levels of health and wellbeing.

Philip Wyzik MA
CEO