



## **Diversity and Equity Statement**

**At Child Abuse Prevention Services, we are committed to fostering an inclusive, equitable, and diverse environment where everyone feels valued, respected, and empowered. Our dedication to diversity and equity is rooted in our belief that a variety of perspectives enriches our community, enhances our work, and drives innovation and excellence.**

### **Our Commitment to Diversity**

**We recognize and celebrate the rich tapestry of backgrounds, experiences, and identities that our team members, clients, and stakeholders bring. We strive to create a culture where differences are not only acknowledged but also embraced and seen as a source of strength.**

### **Promoting Equity**

**We are dedicated to ensuring fair treatment, access, opportunity, and advancement for all individuals. We actively work to identify and eliminate barriers that have prevented the full participation of marginalized groups and are committed to creating an environment where everyone can thrive.**

### **Inclusive Practices**

**Our commitment to inclusion involves:**

**Recruitment and Retention: Actively seeking to attract, develop, and retain a diverse workforce that reflects the communities we serve.**

**Training and Development: Providing ongoing education and training to our team members to foster a deep understanding and appreciation of diversity, equity, and inclusion.**

**Community Engagement: Building and nurturing relationships with diverse communities to understand their needs and perspectives and to ensure our services and initiatives are inclusive and equitable.**

**Policy and Advocacy: Advocating for policies and practices that promote equity and inclusion within our organization and in the broader community.**

### **Accountability**

**We hold ourselves accountable to these commitments through continuous reflection, assessment, and improvement. We welcome feedback from our community to help us grow and to ensure that our actions align with our values.**

**Together, we can create a more inclusive, equitable, and vibrant community where everyone has the opportunity to succeed and contribute meaningfully.**

### **Contact Us:**

**For more information about our diversity and equity initiatives, or to provide feedback, please contact us at [lmaddox@capstuscaloosa.com](mailto:lmaddox@capstuscaloosa.com). 205-758-1159**