

DIVERSITY VISION STATEMENT

The Department believes we serve families best when we view the cultural complexities of Rhode Island communities as strengths.

When diversity is a strength ...

... we consider the roles that race and ethnicity, gender identity and expression, religion, socioeconomic status, sexual orientation, age, language, and different abilities play in the lives of children, youth and families.

... the makeup of our workforce reflects the populations we serve. Inclusive organizations with a diverse staff help to identify biases and enrich decision making at all levels.

... our workers respect each other's backgrounds and viewpoints. We must embrace similarities and differences, and at times have the courage to engage in uncomfortable discussions about race and culture.

... we provide equitable access to culturally relevant resources. This includes enabling families to communicate in their preferred language so they may freely express their needs and concerns.

... and with a focus on prevention, communities and families can more easily trust the DCYF as a partner in our mission "to raise safe and healthy children and youth in a caring environment."

We know cultural competency is not enough. When diversity is a strength, we strive for cultural humility, which requires continuous introspection and willingness to learn together.

