



Diversity, Equity, Inclusion, and Accessibility at CASL

Since our founding more than forty years ago, CASL has been dedicated to providing the support systems necessary for ensuring that individuals and communities are equipped to thrive in the face of adversity. We have continually worked to deliver culturally and linguistically relevant services that strengthen and empower the diverse populations that we serve. Our dedication to this work is rooted in our belief that an inclusive world with equitable opportunities, universal access, and social justice is possible.

As we reflect on the first four decades of CASL's history and look ahead to the next four- and beyond- we are compelled to turn our focus on equity and advocacy inward and commit to the work of wrapping diversity, equity, inclusion, and accessibility into the DNA of our organization. As a critical first step towards fulfilling this commitment, CASL acknowledges that we, like most organizations, have not always embodied the tenets of inclusion and equity as fully as we could have. We are devoted to learning from our past in order to work with our community to build a more equitable way forward.

As the largest AAPI social service agency in the Midwest, it is our responsibility to explicitly express our commitment to the work of equity, inclusion, and accessibility. What we are embarking on is a major transformation of our organizational culture that will touch all aspects of our work from the executive level through our expansive volunteer network.

To begin the work of centering diversity, equity, inclusion, and accessibility we, individually and collectively, commit to:

- Building our individual and collective awareness about complex identity issues related to race, gender identity, and disability which also includes confronting implicit bias, prejudice, and internalized oppression.
- Evaluating all policies, procedures, and practices to ensure they are driving equity and inclusion.
- Creating space for all members of our CASL family to be their authentic selves and share their experiences and perspectives so that we can all learn and grow together.
- Transparently sharing our process, data, and goals with our team members, partners, and communities.
- Grounding this work in an intersectional perspective that recognizes that identities are overlapping (i.e. race cannot be separated from gender or class) and that attempts to advocate for equity must address the combined effects of all identity factors. Because no one is defined by only one identity, our efforts must embrace all parts of every person.

These commitments are not ranked hierarchically and are not the responsibility of any one specific person. Rather, every member of the CASL family must take ownership of each of these commitments, every day. We recognize that issuing a statement is the easy part and that now we must begin the true work of transformation, which will be neither easy nor quick but will ultimately move us closer to achieving social justice and equity.



华咨处就多样性、公平、包容及平等(DEIA)的宣言

华咨处自成立以来四十多年，一直致力于提供必要的支持服务，以确保个人和社区能够在逆境中茁壮成长。我们一直致力于提供适合社区文化和语言的服务，以加强和增强我们服务不同群体的能力。对这项工作的坚持植根于我们长久以来秉持的一个信念，即建造一个具有平等机会、包容接纳和社会公义的包容性世界。

当我们回顾华咨处前四十年的历史并展望下一个十年及未来，我们自发的倡导并将多样性、公平、包容及平等的理念融入我们的工作，融入我们组织的 DNA。实现这一目标关键的第一步是，华咨处承认，我们与大多数组织一样，在所有可以体现包容和公平的原则的地方还存在不足，我们还可以做得更多和更好。我们将努力吸取以往的经验教训，并与社区紧密协作，在建立公平的道路上继续前进。

作为中西部最大的为亚裔夏威夷岛民以及太平洋岛民服务的非营利组织，我们有责任明确表达我们对追求和实现公平、包容和平等的承诺。我们正着手进行组织文化的重大变革，这将涉及到我们工作的各个方面，从领导层一直贯穿到我们庞大的志愿者网络。

为了把多样性、公平、包容和平等作为我们工作的中心，我们代表个人与集体一起承诺做到以下几点：

- 培养我们对与种族、性别认同和残疾等相关的复杂身份问题的个人认知和集体认知，其中包括检视自身存在的隐性偏见、偏见以及内化压迫。
- 评估所有政策、程序和实践流程，以确保每个方面和环节都有利于促进公平和包容。
- 营造一个包容的环境，使每一位华咨处大家庭的成员都能够以真实的自我身份来分享其经历和观点，以促进相互学习和成长。
- 与我们的团队成员、合作伙伴和社区透明地分享我们的流程、数据和目标。
- 以交叉视角开展这项工作，即承认身份是多重性的（例如一个人的种族、性别或阶级等不同身份是同时存在不可分割的），所以倡导公平的举措必须兼顾各种身份因素的综合影响。因为没有人是只由一个身份来被定义的，我们的努力必须涵盖每个人身份的所有部分。

以上承诺不分等级和先后，并不是专属于任何一个特定员工的责任。正相反，华咨处大家庭的每个成员每天都必须对这些承诺负责。我们知道发表声明只是相对容易的部分，现在我们必须把这些承诺付诸实践，这将会是一项艰难及长远的工作，但最终这将使我们更接近实现社会正义和公平的远大理想。