



Statement of JPAs Commitment to Diversity, Equity and Inclusion (as of January 2018)

“If you have come to help me you are wasting your time. But if you have come because your liberation is bound up with mine, then let us work together.” Lilla Watson

JPA is committed to the values of diversity, equity and inclusion in all facets of our organization, the work that we do and the communities we serve. We view diversity in the broadest sense to include race, ethnicity, class, gender, sexual preference and identity, disability, and life experiences. Our commitment is based on our belief that diverse perspectives make our work more effective and that the values of equity and inclusion are necessary to meeting our mission “to improve the social and emotional well-being and functioning of vulnerable children so they can fulfill their highest potential at home, in school, and in our community.”

Our commitment is reflected in a variety of our practices and operations and in our values and culture. This includes the diversity of our board and staff and our work in the communities we serve. We also recognize that the communities we primarily serve today are largely communities of color. Consequently, we must be sensitive to the specific needs of these communities and respond accordingly. We will actively seek the perspective and insight from the people we serve— through service on boards, committees and councils - that will shape our programs and services in important ways.

We also recognize, however, our commitment is aspirational and ongoing and there is more work to be done. We will continually assess our progress and take all reasonable steps to ensure we are meeting our commitment in an increasingly diverse world and in the communities we serve.

We will report to our Board annually on our progress, the challenges we face and the steps we intend to take to address challenges.

Date: Approved by the Board of Directors January 25, 2018