



STATEMENT ON DIVERSITY, EQUITY AND INCLUSION

As a community-based, nonprofit organization, Clarity is dedicated to the following values and beliefs that nurture a high-quality, professional and caring environment for our clients, our team members (Board of Directors, staff, and volunteers), and our community:

RESPECTFUL ENVIRONMENT: We commit to cultivating a positive atmosphere where clients and their families overcome speech, hearing, learning, social and emotional challenges in a caring, compassionate environment free of racism, bigotry and intolerance.

CLIENT-CENTERED: We believe that all whom we serve have unique needs and abilities that are central to our services. We will continue to pursue effective methods for improved client outcomes.

PARTNERSHIPS: We strive to create and maintain sustainable relationships with other organizations and groups to help collaboratively meet the needs of our diverse community.

INTEGRITY: We commit to ethical and professional interactions and service to our clients, our team members (Board of Directors, staff, and volunteers), and our community.

ACCOUNTABILITY: We believe that good stewardship of all our resources ensures that the highest quality care is provided in an accountable, cost effective manner.

CONTINUOUS IMPROVEMENT: We strive to create an environment embracing flexibility, innovation, and learning in order to continuously improve the quality of our services, processes, skills, and knowledge.

Clarity has taken and will continue to take strategic steps to promote diversity, equity, and inclusion within our organization and within our community. To this end, our Executive Director, Elizabeth Shands, attended the four Diversity, Equity and Inclusion Shine the Light nonprofit forum sessions in 2019. Equipped with the knowledge and insight gained through these sessions, strategic work began to prepare the board for engaging in this work—first by facilitating the addition of Karen Green to Clarity’s Board. Karen, a retired college administrator for student affairs, has worked in this area for many years and has been recognized for her work in this area by being named as one of five women (and the only African American) who shaped Agnes Scott College.

A Diversity, Equity and Inclusion committee has been formed with Karen as the chair, two other board members, the Executive Director, and a staff member. The next steps will be for the committee to recommend a DEI policy statement for approval by the Board of Directors and to strategically plan for implementation and evaluation.

Approved by Diversity, Equity, and Inclusion Committee on 6/9/2020