**Gervonni Cares, Inc**

**Diversity and Inclusion Statement**

Gervonni Cares, Inc., (GCI) is an organization that is committed to providing a diverse, inclusive, and equitable workplace where all employees and volunteers, regardless of race, gender, ethnicity, national origin, age, sexual orientation or identity, education or disability, feels valued and respected.

We are committed to a providing equal opportunity for employment and advancement in all our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

**GCI strives too:**

* See diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff in the communities we serve.
* Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
* Advocate for and support board-level thinking about how systemic inequities impact our organization’s work, and how best to address that in a way that is consistent with our mission.
* Practice and encourage transparent communication in all interactions.
* Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
* Lead with respect and tolerance. GCI expects all employees and volunteers to embrace this notion and to express it in workplace interactions and through everyday practices.

GCI employees, board members and volunteers shall abide by the following action items to help promote diversity and inclusion in our workplace:

* Develop and present sessions on diversity, inclusion, and equity to provide information and resources internally, and to members, the community, and the arts industry.
* Develop a system for being more intentional and conscious of bias during the hiring, promoting, or evaluating process. Train our hiring team on equitable practices.
* Include a salary range with all public job descriptions.

**Printed Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**