



Our Commitment to Diversity, Equity & Inclusion

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Our Responsibility

Wellspring House is guided by the **vision** of a just society where every member of our community thrives. Our **mission** is to inspire families and adults on the North Shore to achieve employment and financial security through stable housing, education, job training and career readiness.

Wellspring is committed to providing opportunities to people regardless of economic or social status. Therefore, we do not discriminate based on race, color, national origin, gender, gender identity, age, religion, marital status, sexual orientation, ancestry, public assistance, veteran history/military status, genetic information, or disability in providing our services.

We believe it is our responsibility to build and foster a culture of belonging, where diversity, equity and inclusion are intrinsic to who we are and how we operate. We understand that without such a culture, we will not be successful in fulfilling our organizational purpose.

Our Approach

We call all Wellspring staff and board members to embrace and strengthen inclusionary practices from within, knowing that this will radiate outward in our work with others and serve as a strong foundation for outward-facing initiatives.

This document provides the foundation for our DEI endeavors. It serves as a guide to setting objectives, planning, and establishing accountability. Under strong leadership at all levels of the organization, stakeholders will prepare plans and drive action to achieve meaningful outcomes.

Our DEI commitments will be adopted by the board, staff and volunteers to guide the creation of departmental and individual plans with measurable goals and objectives that they own and drive. The objectives stated here may be used in formulating these plans or may be amended, as long as they still support our DEI commitments. We will hold ourselves accountable by measuring our progress toward these objectives.

The focus of our commitments and objectives may shift from year to year as we make measurable progress and respond to the changing needs and challenges of the community we serve. Thus, we will revisit our DEI commitments periodically to ensure that they continue to support our strategic direction and reflect the culture of Wellspring House.

Our Commitments

1. We will promote and support a culture of belonging, where all are connected to those they work with and respected for their unique experiences, perspectives and contributions; are supported in both their work and professional development; and are proud of the organization's mission, values and purpose – leading every person to feel responsible for DEI.

Objectives:

- Ensure meaningful and supportive orientation of new employees, volunteers and board through inclusion practices (e.g., coaching, mentoring, participation in meetings and workgroups).
 - Enable ALL individuals and groups to participate in activities and decision-making in a meaningful way.
 - Promote DEI values and practices in working with our community and business partners; serve as a role model to the North Shore community (e.g., social media, community roundtables, press releases), and advocate for racial and social justice issues relevant to Wellspring's mission.
 - Provide board members, staff, and volunteers opportunities to engage in DEI training, self-study, and professional development (e.g., intersectionality, implicit bias, anti-racism, culturally responsive practices).
 - Ensure that all staff members and volunteers have reasonable access to Senior Team and Executive Director to offer suggestions, present concerns, and propose new ideas.
2. We will seek and attract staff members, board members and volunteers who, based on their background, experience and relationships, can relate to our program participants and donors. Ensure that the diversity of our program participants reflects the diversity of the communities we serve. Identify aspects of diversity that we must match in our staff and volunteers (e.g., language, ethnicity).

Objectives:

- Follow up on the success of Wellspring's outreach to attract new staff and volunteers.
 - Market Wellspring experience, expertise and outcomes through media outlets that connect with diverse communities (e.g., minority-focused newspapers, radio, tv, and social media).
 - Ensure that Wellspring's outreach and marketing approaches reach and engage diverse communities.
3. We will seek and attract donors who support the values of DEI within Wellspring's communities.

Objectives:

- Promote understanding of Wellspring's DEI values among donors and potential donors.
 - Attempt to raise funds from diverse groups of donors.
4. We will ensure transparency and accountability for DEI throughout Wellspring.

Objectives:

- Include DEI criteria in the objectives setting and performance review process for board and staff.
- Hold every organizational group and board committee accountable for DEI practices through policies, procedures, goal setting and performance review processes.
- Evaluate on an ongoing basis policies, procedures, practices, and internal and external communications to break down systemic barriers to inclusion and belonging.
- Incorporate long-term DEI objectives into the organization's Strategic Plan.

Terms used in this document

- Commitments: The practices for Wellspring to achieve diversity, equity and inclusion.
- Diversity: Having the representation of different demographics, identities, characteristics, experiences and perspectives.
- Equity: The fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- Inclusion: Building a welcoming culture of belonging that respects differences – where everyone is valued and able to reach their full potential. Giving all the opportunity to voice their opinions, participate and achieve their potential.
- Objectives: The specific actions and measurable steps needed to achieve our DEI commitments. Objectives should be SMART – Specific, Measurable, Attainable, Relevant, and Timely.
- Program participants: Those whom Wellspring serves.
- Stakeholders: Wellspring program participants, staff, volunteers, donors, and board members.