Our Commitment to Equity, Diversity and Inclusivity

Guiding Statement

Beyond the Policies, Behind the Humans: A Courageous Approach to Equity, Diversity and Inclusivity

CASA has identified Equity, Diversity and Inclusivity (EDI) as part of our foundational values moving forward. As a major community-based provider of mental health services for children, youth and their families in Alberta, we want to create a culturally safe environment that acknowledges, honours and respects the lived experience of every person and community. We believe that organizations can be powerful platforms for social change, and that we have a responsibility towards a future that is more diverse, equitable and inclusive for all.

While building on our existing work and advocacy for mental health services, we know there is so much more that can and should be done to counter marginalization. We need to critically look at our own culture and practices. We recognize that we can serve with excellence; however, without understanding our power, privilege and historical foundations of current systemic inequities, we can still cause harm. This is a journey that will require a courageous approach as we learn to listen with humility, respectfully engage in dialogue and learn together. As part of CASA's transformational journey to becoming leaders in delivering child-centred, family-inclusive mental health services, we are committed to providing our communities with the knowledges, skills and tools to create a safe, diverse and inclusive workplace; and ensuring our organization is equipped to be a provider of safe and culturally sensitive mental health services. Our commitments represent a first step as we navigate our long-term EDI journey.

Our Commitments

In line with embedding equity, diversity and inclusivity as building blocks of our organizational culture shift, CASA commits to:

1. Defining equity, diversity, inclusion and decolonization as they relate to our transformation, and creating organization-wide opportunities for staff and community to meaningfully engage in building a shared understanding of this foundational knowledge.

2. Developing meaningful relationships through staff and community engagement, partnerships for impact, and inclusive initiatives that will amplify truth and reconciliation dialogues, promote a culture of calling in, and normalizing EDI conversations.

3. Providing resources in the form of funding, staff recruitment and retention, time, space, training and tools to ensure sustainability and continued learning and growth.

4. Ensuring organizational realignment to reflect our EDI values through capacity building, assessment and updating of policies, practices and processes, review of programs and services, and creation of a strategic plan to guide changes and maintain accountability.

A Lifelong Process

As we strive to create a workplace that reflects the diverse communities around us, we realize that this is a lifelong process. These commitments represent CASA's ongoing learning so changes will happen as we learn and grow in our perspectives, and as we demand better of ourselves. Creating an inclusive world involves all of us. We are building a legacy of action for a future where children and families receive equitable and culturally safe wrap-around mental health services in which they feel seen, heard and supported in a way that is uniquely meaningful to them. We aim to be a culturally safe and inclusive space where diverse staff, children, youth, families and communities can THRIVE!

Building Blocks of CASA's Organizational Growth Towards Equity, Diversity and Inclusivity

Leadership

Leaders in delivering child-centred, family-inclusive mental health services

Product - Transformation

Diversity and Belonging

Safe, diverse and inclusive workplace

Services

Provider of safe and culturally sensitive mental health services

Process - Commitment to Change

Relationships

- Truth and reconciliation
- Staff engagement
- Community engagement
- Partnerships for impact
- Culture of calling in

Resources

- Funding
- Time and space
- Tools
- Recruitment & retention
- Training
- Sustainability

Realignment

- Capacity building
- Policies, practices and processes
- Strategic plan
- Program and services

Principles - Shared Understanding of Foundational Knowledge

| Equity | Diversity | Inclusion | Decolonization |