



Diversity, Equity, Inclusion, and Belonging (DEIB) Statement

The Center for Dispute Settlement (“the Center”) is committed to establishing an organizational culture that ensures diverse, equitable, and inclusive practices are present in all we do. Formed in 1973, the Center was established amidst the polarization occurring in Rochester and cities across the country in response to the civil rights movement. We are steadfast in our continuing commitment to support the work that engages our community towards transformative change to bring justice and equity for *all* our residents.

The following principles provide the guiding lens for this effort:

Diversity: Acknowledges all the ways people differ, where multiple identities are represented in an organization

Equity: Considers everyone’s needs and ensures fair treatment, access, opportunities, and advancement for all people, while recognizing certain groups are subject to advantages and disadvantages

Inclusion: The extent to which everyone (staff, board, volunteers, and clients) feels a sense of value, where thoughts, ideas, and perspectives of individuals matter within the organization

Belonging: The extent to which everyone can thrive simply by being their authentic selves, where the organization engages the full potential of the individual, where innovation thrives, and where views, beliefs, and values are integrated.

Our agency has prioritized the following structures to support our DEIB efforts:

- In 2019, staff members created our agency’s Racial Equity Leadership Committee (RELC). RELC’s key pillars are Education, Encouraging and Supporting Dialogue, Alignment with Agency Strategic Plan, and Evaluation of Policies and Practices.
- In 2022, the Board added a DEIB Committee to our bylaws. The scope of the committee is to monitor and provide oversight of agency DEIB goals and strategies, establish and review Board participation in DEIB activities, support and highlight client experiences, particularly those from marginalized communities, and advocate for the recruitment and engagement of Board members from marginalized communities
- Our Strategic Plan for 2021-2024 lists Integrating DEIB Principles as one of our three priority goal areas. Our operational plan will guide the work of our agency towards accomplishing specific key results in this area.

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Definitions adapted with permission from Krys Burnette: <https://medium.com/@krysburnette/its-2019-and-we-are-still-talking-about-equity-diversity-and-inclusion-dd00c9a66113>