

JBWS Diversity Values Statement

JBWS affirms its commitment to diversity and inclusion and will foster and develop our cultural competency* to ensure that commitment. We believe that diversity enhances our ability to accomplish our mission and facilitates our growth as an organization.

We are committed to creating and maintaining an environment where every individual is respected, welcomed and appreciated. We value safety and justice for all individuals.

We recognize that oppression and the abuse of power foster violence. We will seek to identify and remove barriers to services. We will serve victims and survivors of domestic violence, persons using abusive behavior, and each of their families in a manner that embraces the richness of our differences and does not discriminate on the basis of gender, ethnicity, race, age, immigration or citizenship status, sexual orientation, economic status, religion, national origin, culture, disability, health status or intellectual perspective.

We commit to foster a respectful, inclusive work environment that provides support and encouragement, nurtures leadership, and emphasizes the effective use of the talents and abilities of all staff and volunteers. We strive to maintain an atmosphere of respect and trust in which we feel safe to explore and discuss our attitudes, beliefs, values, and behaviors in relation to others who are similar to and different from ourselves, regardless of our position within the organization. We recognize that in order to do this, we continually need to educate ourselves, examine our personal prejudices and cultivate positive behavioral change in one another. This means challenging ourselves and others in the broader community in an ongoing, mutually respectful dialogue.

Because we believe that every individual is important in a unique way and adds to the overall quality of the organization, we will strive to recruit and retain qualified diverse staff on every level of the agency and to foster an environment that draws strength from, celebrates, and honors diversity.

We strive to embody these values within the organization and in our work throughout the community.

*Cultural competence means that organizations have a defined set of values and principles, and demonstrate behaviors, policies and structures that enable them to work effectively cross-culturally in all types of culture, not just national origin.