



## Diversity, Equity, Inclusion, and Accessibility at CASL

Since our founding more than forty years ago, CASL has been dedicated to providing the support systems necessary for ensuring that individuals and communities are equipped to thrive in the face of adversity. We have continually worked to deliver culturally and linguistically relevant services that strengthen and empower the diverse populations that we serve. Our dedication to this work is rooted in our belief that an inclusive world with equitable opportunities, universal access, and social justice is possible.

As we reflect on the first four decades of CASL's history and look ahead to the next four- and beyond- we are compelled to turn our focus on equity and advocacy inward and commit to the work of wrapping diversity, equity, inclusion, and accessibility into the DNA of our organization. As a critical first step towards fulfilling this commitment, CASL acknowledges that we, like most organizations, have not always embodied the tenets of inclusion and equity as fully as we could have. We are devoted to learning from our past in order to work with our community to build a more equitable way forward.

As the largest AAPI social service agency in the Midwest, it is our responsibility to explicitly express our commitment to the work of equity, inclusion, and accessibility. What we are embarking on is a major transformation of our organizational culture that will touch all aspects of our work from the executive level through our expansive volunteer network.

To begin the work of centering diversity, equity, inclusion, and accessibility we, individually and collectively, commit to:

- Building our individual and collective awareness about complex identity issues related to race, gender identity, and disability which also includes confronting implicit bias, prejudice, and internalized oppression.
- Evaluating all policies, procedures, and practices to ensure they are driving equity and inclusion.
- Creating space for all members of our CASL family to be their authentic selves and share their experiences and perspectives so that we can all learn and grow together.
- Transparently sharing our process, data, and goals with our team members, partners, and communities.
- Grounding this work in an intersectional perspective that recognizes that identities are overlapping (i.e. race cannot be separated from gender or class) and that attempts to advocate for equity must address the combined effects of all identity factors. Because no one is defined by only one identity, our efforts must embrace all parts of every person.

These commitments are not ranked hierarchically and are not the responsibility of any one specific person. Rather, every member of the CASL family must take ownership of each of these commitments, every day. We recognize that issuing a statement is the easy part and that now we must begin the true work of transformation, which will be neither easy nor quick but will ultimately move us closer to achieving social justice and equity.