



Peter's Place Diversity, Equity & Inclusion Position Statement

The mission of Peter's Place is to provide safe and supportive environments for grieving children and families and to act as a community resource to foster understanding of the effects of death and grief. At Peter's Place, we steadfastly uphold our commitment to fostering diversity, equity, and inclusion as fundamental principles guiding our mission. Our pledge to be a catalyst for positive change is unwavering, and we are dedicated to delivering our services to all communities in a manner that promotes parity, equity, and respect for every individual.

We know that true progress in diversity, equity, and inclusion ("DE&I") calls for system-level change and an examination of our broader society. We are called upon to do what we can to oppose the systems that have existed which encourage racist, sexist, ageist and other discriminatory policies and create barriers to organizations like ours. We also must continuously examine how our own attitudes may have been complicit in creating challenges or barriers to accessing our organization's services.

While we acknowledge that Peter's Place, specifically, and society, in general, have work to do to achieve parity and equity in our community, we also acknowledge that a concerted effort by our Board, Staff, Committees, and Advisory Council with our stakeholders is needed for change to occur. We recognize that we must increase our awareness and support of, and accessibility to, members of all communities. Additionally, to build broader momentum for system-level change, we must increase our efforts to assess community needs; to understand and continuously review our DE&I efforts; to seek out and share DE&I best practices; and to pursue collaborative efforts with our stakeholders to seek comprehensive solutions to address disparities.

We affirm that DE&I is critical to our mission, and DE&I is integral to how we must serve our community. To provide informed, authentic leadership for addressing DE&I issues, we will strive to:

- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continuously update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for, and support, Board-level thinking about how systemic inequities impact our organization's work, and how best to address inequities in a way that will allow us to fulfill our mission.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse, equitable and inclusive leadership within our Board, Staff, Committees, and Advisory Council.

- Lead with respect and tolerance, expecting each of our stakeholders to embrace these values.
- Encourage continuous self-reflection to examine how our own motives and perceptions hinder or help us, as an organization, to embrace DE&I principles in our work.

To promote DE&I principles in our organization, we will:

- Work to advance DE&I initiatives by our leadership, including our Board, Staff, Committees and Advisory Council.
- Develop DE&I performance goals as a measure of effectiveness for our Board and Staff.
- Engage service providers and vendors (e.g., consultants, accounting firms, legal firms, venues for meetings and events, etc.) who have a diverse Staff and an explicit commitment to DE&I initiatives.
- Evaluate the effectiveness of our organization's work through a DE&I framework (e.g., analyze who is benefiting from our work by collecting data that tracks distinct communities).
- Create entry points on our Board that allow opportunities for diverse voices and mentors and develop the leadership of diverse Board members.
- Encourage Board members and staff to attend DE&I-centric learning opportunities.
- Develop a more comprehensive DE&I cultural competency plan to guide the organization into the future.