

Committee for Children Equity Statement

Our commitment: To recognize, condemn, disrupt, and seek to rectify systemic injustices that create barriers to children's success.

At Committee for Children, our vision is to contribute to a more just and peaceful world where young people can thrive. To achieve our vision, our mission of fostering the safety and well-being of children through social-emotional learning and development must be rooted in equity. We recognize, condemn, and seek to disrupt systemic racism, which is detrimental for all children, especially Black, Indigenous, and other children of color.

We believe that social-emotional learning is fundamental to achieving social justice. Therefore, we strive to help young people discover and grow competencies that support their resilience and their ability to contribute to more equitable schools and communities. We also advocate to connect systemically marginalized young people to the resources, knowledge, and skills they need to thrive, with a particular focus on those youth who are systemically marginalized because of their race, ethnicity, language, socioeconomic status, gender identity, sexual orientation, or other identity features.

We commit to the following steps to help build an anti-racist, equitable, and inclusive society that supports the positive development of every child:

- Amplify and accurately reflect the voices and experiences of systemically marginalized people and communities
- Advocate local, state, national, and international policies and practices that promote social justice and equity
- Conduct and support research that critically examines the impact of our strategies on equity and is designed with culturally responsive and affirming methods that center the voices, experiences, challenges, and success strategies of systemically marginalized youth
- Build our capacity and engage in partnerships to develop strategies and innovations to work toward social justice

Furthermore, we commit to the following steps to build an anti-racist organization that prioritizes diversity, equity, and inclusion (DEI) and a culture of belonging:

- Ensure that our programs are culturally responsive, affirming, and accessible to all children, especially the most systemically marginalized children
- Increase our efforts to recruit and retain staff and board members of color and elevate their voices
- Achieve an organizational culture that fosters inclusiveness and belonging, values a diverse staff and board, and furthers equity within Committee for Children

- Infuse DEI into our budget, finances, curricula, policies, practices, programs, and strategies
- Allocate resources (people, financial support, and time) toward building staff and board DEI growth, knowledge, and mindset

We recognize there's a gap between our commitments and our current state. We're working to bridge that gap, knowing it requires a sustained commitment. We'll approach this work from a place of humility and will hold ourselves accountable and seek feedback from staff, board members, and the communities we serve. As we make progress, we'll also likely make mistakes, which we will own, recognize, and adjust as we learn and grow.