Valley Cities Strategic Plan for Diversity, Equity, Inclusion

“Anti-racism” is a commitment. If we are going to be a genuinely anti-racist organization, then we must commit to doing the work. Our success depends on our willingness to create equity in the workplace where all employees feel safe to be their true and authentic self. This is a complex challenge. We can use this opportunity to appreciate the diversity that we all bring to work each day. We can purposefully create safe opportunities to learn and grow.

Valley Cities Counseling and Consultation is pleased to announce our first Diversity, Equity, and Inclusion Strategic Plan. This plan, which was developed with input from our DEI Steering Committee and Leadership, outlines our goals and strategies to build a workforce that delivers on our mission and fulfills our obligations to our employees, communities, and stakeholders.

Diversity, equity, and inclusion within our organization will provide us with a full range of perspectives. This will make us better able to meet the needs of the diverse community we serve. Our commitment not only promotes the awareness of ethnic, cultural, racial, economic, sexual orientation, and gender issues, but it also values diversity. We will provide quality behavioral healthcare without regard to a person’s culture, ethnicity, economic status, sexual orientation, gender, or ability to pay. To realize this goal, the agency will train staff to be culturally sensitive, and to the extent reasonable and possible, actively recruit and hire a culturally diverse staff. In addition, at times of Board member transitions, the Board will identify any gaps in representation of the patient populations served by the agency and will actively recruit Board members who represent our diverse community.

Most importantly, this plan sets measurable goals for the years 2021-2023 upon which we can evaluate our progress. We are all responsible for ensuring the success of this plan. Together, we will move forward and achieve these important objectives with a united voice and an inclusive culture.

-Shekh Ali, CEO