



The Dougy Center  
The National Center for Grieving Children & Families

# Equity and Inclusion Statement of Intent

*The Dougy Center for Grieving Children & Families*

The Dougy Center for Grieving Children & Families is committed to providing support in a safe place where children, teens, young adults and their family members who are grieving a death can share their experiences. With this mission and with the well-being of all grieving families in our community in mind, we are committed to exploring, clarifying, and articulating The Dougy Center's commitment to equity and inclusion within the framework of strategic program goals and organizational values. Our goal is to provide a safe place for all children and families who are grieving a death, with increased recognition of societal and external factors that may negatively impact healthy grieving.

As a member of the Portland, Oregon Tri-County community of nonprofits serving children and families, we seek to understand how our grief support services can complement and extend community health efforts to address persistent, documented disparities based on such characteristics as race, gender, national origin, citizenship, ethnicity, culture, disability, age, creed, religion, economic status, gender identity, sexual orientation, and all other identities represented in our diverse community. In recognition of the fact that families do not grieve in a vacuum, untouched by cultural and societal influence, The Dougy Center will clarify and articulate organizational values, policies, and procedures addressing issues of equity, inclusion, and diversity for staff, board members, volunteers, program participants, and stakeholders including the community at large.

We recognize and intend that this will start an ongoing conversation at The Dougy Center that will include all organizational stakeholders. We also acknowledge that as a community we may make mistakes as we explore how issues of equity and inclusion relate to the services we provide within the context of the greater Portland, Oregon community. We intend for the process and the statement to be fluid and responsive to the changing needs of the community and our organization. We are committed to engaging in intentional dialogue to foster a community based on integrity, mutual respect, and inclusivity.

Our goal is to develop an equity and inclusion statement that will serve as a set of living principles to guide organizational and programmatic decisions. Ultimately, this statement will be integral to our core goals and our mission, vision, and values.

## **Process Statement**

*Our initial step is to identify and agree upon a process and framework for engaging our staff and larger community in the dialogue outlined above, so that we are actively supporting equity and inclusion in our outreach, services, and organization.*