# FRCA
## Equity, Diversity, and Inclusion Terms and Statement

To align FRCA equity, diversity, and inclusion (EDI) efforts, we are crafting a common language and commitment statement.

**Common Language**

**FRCA Network-**-FRCA staff, Board, Member Centers, collaborative partners, and the communities we serve.

**Equity**—Recognizing the existence of barriers – reproduced by an individual, group, and institutional actions – that prevent the full participation of some. FRCA, through our Network, works to identify and dismantle these barriers and rebuild with an equity mindset.  We are committed to allocating resources, programs, and opportunities for the communities we serve to remedy imbalances.  This is done by creating opportunities for underrepresented and underserved populations to have equal access to network services and contribute to our agencies.

**Diversity**—Celebrates and affirms the value of each individual and group.  We recognize and respect that people affiliate with multiple and intersecting identities and those identities can be fluid and shift over time. Therefore, our definition of diversity will also continue to evolve.   Diversity refers to the varied characteristics of the FRCA Network.  These characteristics include our backgrounds, lived experiences, talents, perspectives, educational attainment, and identity (e.g., race, age, sexual orientation, gender identity and expression, religion/spirituality, ability), and other aspects of our cultural/sociodemographic backgrounds.

**Inclusion**—Ensures the FRCA Network with different identities feel valued, respected, supported, and welcomed within a given setting (e.g., work environment or community).  It's about focusing on every individual's needs and ensuring the right conditions are in place for each person to achieve their potential, to promote and sustain a sense of belonging.

**Health equity**—The attainment of the highest level of health for all people. Achieving health equity requires valuing everyone with focused and ongoing societal efforts to address avoidable inequities, historical and contemporary injustices, fear of healthcare systems, and the elimination of health and healthcare disparities (Healthy People, 2020).

**Inclusive excellence**—Ensures the success of FRCA is dependent on the inclusion of the rich diversity of our Network.  The allocation of resources to embed EDI into core aspects of the FRCA:

- FRCA Leadership and Board priorities (e.g., strategic planning, overall governance, and financial support)
- Quality improvement initiatives (e.g., network evaluations, data collection, and analysis)
- Organizational culture (e.g., shared beliefs, values,  expectations, and norms)
- Day to day operations (e.g., policies, practices, and procedures)

**Sense of belonging**— is the emotional feeling of belonging or connectedness to a social, cultural, professional, or other types of group or a community (Hurtado & Carter, 1997).

**Language Justice**—Respecting every individual's fundamental language rights—to be able to communicate, understand, and be understood in the language in which they prefer and feel most articulate and powerful (Payton, Noguez Mercado, Uliasz, 2020).

**Our EDI Commitments**

Our equity, diversity, and inclusion mission is to build an engaged and representative FRCA Network that recognizes the importance of social, economic, health, language, and racial justice. We strive to promote diversity and equity – and to be a model of inclusive excellence. We will support our EDI development and sustainability efforts by providing technical assistance, identifying needs, training, advocacy, resources, partnership opportunities, and ongoing evaluation.

**Our Call to Action**

To ensure FRCA is an inclusive Network dedicated to developing policies, practice, and procedures that progress justice, the following is our plan to advance EDI:

- Pursue deliberate efforts to ensure that FRCA is a place where differences are welcomed, perspectives are affirmed, and our network fosters a sense of belonging.

- Offer continuous EDI professional development and capacity building sessions for FRCA Network.

- Sharing tools and resources to the FRCA Network.

- Recruit and retain a diverse FRCA Network.

- Recognize, address, and eradicate all forms of organizational and network inequities.

- Continue to develop and enact equitable policies, practices, and procedures.

- Integrate EDI throughout the organizational culture and day-to-day operations.

- Continuous assessment and evaluation of EDI efforts.

- Leverage our partnerships, relationships, and resources to promote equity and justice.

## References

Healthy People 2020 (2020).  https://www.healthypeople.gov/2020

Hurtado, S., & Carter, D. F. (1997). Effects of college transition and perceptions of the campus racial climate on Latino college students' sense of belonging. *Sociology of education*, 324-345.

Payton, C., Noguez Mercado, P., Uliasz, (2020). Language Justice During COVID-19, American Bar Association,  https://www.americanbar.org/groups/young_lawyers/projects/disaster-legal-services/language-justice-during-covid-19/