

# Equity Steering Committee



## PURPOSE

CCC's Equity Steering Committee (ESC) will prioritize, support, and monitor Equity related strategies and projects under the umbrella of Clients, Culture, and Community. ESC will act as a strategic partner to the Executive Leadership Team (ELT) and Board of Directors by collaborating on annual projects and on budget forecasting with an Equity lens. ESC will implement strategies and interventions to advance organizational equity for CCC clients, community, and culture.

## MISSION

ESC responds to equity issues within the agency through implementation of strategies and interventions, collaborative working relationships with ELT by elevating staff and client voices and supports the advancement of equity at CCC organization-wide. We recognize that our staff and clients continue to experience the disproportionate harm of workplace and societal inequities.

## VISION

We envision an agency culture that embraces anti-racist practices and promotes justice, equity and inclusion within our systems.

## VALUES

### Clients:

- We value lived experiences, respect the contributions of clients and are committed to ensuring equitable and trauma-informed service delivery, access and outcomes.
- We value client-centered, anti-racist practices with a trauma-informed lens through assessing equity in client outcomes.
- We value providing a high level of culturally-specific programs in connection to culturally specific resources.

### Community:

- We value collaboration, respect, understanding, support, and accountability for ourselves, CCC and our external partners.
- We value advocating for equitable community policies that impact our clients, community and culture.
- We value reviewing and assessing equitable contract procurement.

### Culture:

- We value lived experiences, diversity of thought, and respect the contributions of all staff voices. We believe everyone should be treated with dignity and respect.
- We value training and empowering our staff through learning and educational opportunities.
- We value holding accountability and setting high expectations of commitment and engagement from the ESC, ELT and Board members.
- We value equitable staff development, internal staff mobility and ensuring leadership opportunities for BIPOC staff.



ESC Co-chairs, Lexy Lawrence and Jennifer Benjamin