



The following statement expresses Family Eldercare's commitment to Diversity, Equity, Inclusion, and Belonging (DEIB)

We are unwaveringly committed to fostering a culture of Diversity, Equity, Inclusion, and Belonging, ensuring that every individual is heard, seen, and respected in all aspects of our operations and interactions. Creating a diverse and inclusive atmosphere are the keys to building a community where everyone can thrive. The strength of Family Eldercare comes from the differences in our backgrounds, experiences, and identities at all levels of the organization including the Board, Staff, and Volunteers. We warmly welcome all people, including people of color, women, those with disabilities, individuals from the LGBTQIA2+ community, and those at the intersections of these identities, across various roles. Together, we strive to create an environment that values diversity, promotes an inclusive culture, and establishes a profound sense of belonging for each member of our community.

Our commitment includes:

1. **Embracing Diversity:** We celebrate the uniqueness of every individual.
2. **Championing Equity:** We thoughtfully partner with older adults and people with disabilities to create stability, dignity, and well-being.
3. **Fostering a Sense of Belonging:** We create spaces where everyone feels valued and heard, where diverse voices make us stronger.
4. **Learning and Growing:** We commit to continuous learning, evolving to better serve our community's evolving needs.
5. **Leading by Example:** We lead with actions that inspire, demonstrating that DEIB is the path to a brighter and more livable and inclusive Central Texas.

We define Diversity, Equity, and Inclusion as follows:

Diversity at Family Eldercare:

- Diversity is the vibrant tapestry of unique individuals within Family Eldercare. It is about honoring and appreciating the distinctive qualities,

backgrounds, and experiences that each Client, Staff, Volunteer, or Board Member brings to our community.

Equity in Action:

- Equity, for Family Eldercare, means thoughtfully partnering with older adults and people with disabilities to ensure stability, dignity, and overall well-being. It involves recognizing and addressing the diverse needs and circumstances of each individual to promote belonging and equitable access to resources and support.

Inclusion as Strength:

- Inclusion is the intentional creation of spaces within Family Eldercare where every individual feels not only included but also valued and heard. It is about fostering an environment where diverse voices contribute to our collective strength, making us more resilient and adaptable in our pursuit of shared goals.