



1. Purpose

City Care is committed to promoting equity, diversity, and inclusion in all aspects of our work. This Anti-Racism Policy outlines our commitment to eradicating racism, discrimination, and bias in our organization and the services we provide. This policy serves as a guide for our staff, volunteers, clients, and partners to ensure that we actively work to combat racism and create a more equitable society.

2. Definitions

2.1. Racism: Racism refers to any form of prejudice, bias, discrimination, or systemic oppression based on an individual's or group's race, ethnicity, color, or national origin.

2.2. Social Services: Social services encompass all the programs, initiatives, and activities offered by City Care to support and empower individuals and communities.

Antiracism Policy

Mission

City Care inspires those willing to look social injustice and extreme poverty in the face, and empowers them to do whatever it takes to create change.

Vision

Transforming our city by ending the cycle of social injustice and extreme poverty, one person at a time.



3. Commitment to Anti-Racism

- **3.1. City Care is dedicated to being an anti-racist organization. We recognize that racism exists in various forms, both overt and systemic, and we are committed to actively opposing it in all aspects of our work.**
- **3.2. We will continually assess our policies, practices, and programs to identify and address any potential racial biases or disparities.**

4. Non-Discrimination

- **4.1. City Care will not tolerate discrimination or harassment based on race, ethnicity, color, national origin, or any other protected characteristic.**
- **4.2. All clients, staff, volunteers, and partners will be treated with respect, dignity, and fairness regardless of their racial or ethnic background.**

5. Training and Education

- **5.1. We will provide regular anti-racism training for all staff and volunteers to promote understanding and awareness of racial issues and to develop the skills necessary for creating an inclusive environment.**
- **5.2. We will provide educational resources and materials to increase awareness and knowledge about the impact of racism on individuals and communities.**

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6. Equity in Service Delivery

- **6.1. City Care will actively work to eliminate racial disparities in the delivery of social services. We will assess and address any barriers that may prevent equitable access to our programs and resources.**
- **6.2. We will strive to ensure that our services are culturally sensitive and responsive to the unique needs and experiences of individuals from diverse racial backgrounds.**

7. Reporting and Accountability

- **7.1. City Care encourages individuals to report any incidents of racism, discrimination, or bias they may encounter within our organization or while receiving our services.**
- **7.2. We will investigate and address all reports promptly, taking appropriate action to rectify any violations of this policy.**

8. Collaboration and Advocacy

- **8.1. We will actively collaborate with other organizations, communities, and stakeholders to address systemic racism and advocate for policies and practices that promote equity and justice.**
- **8.2. City Care will engage in advocacy efforts at the local, regional, and national levels to combat racism and promote anti-racist policies and initiatives.**

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9. Review and Updates

- **9.1. This Anti-Racism Policy will be reviewed annually to ensure its effectiveness and relevance. Updates and improvements will be made as necessary.**

10. Compliance

- **10.1. All staff, volunteers, and partners are expected to adhere to this policy and support City Care's commitment to anti-racism.**
- **10.2. Failure to comply with this policy may result in disciplinary action, up to and including termination or the termination of partnerships.**

City Care is dedicated to fostering a more equitable and inclusive society. This Anti-Racism Policy reflects our unwavering commitment to eliminating racism and promoting justice in our social services. We will actively work toward a future where all individuals, regardless of their racial or ethnic background, have equal opportunities and access to the support and resources they need.

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