At Think:Kids, we believe *kids do well if they can*. Underlying this philosophy are core values connected to diversity, equity, and inclusion. The philosophy inherently assumes that with the appropriate tools and supports all kids can and should have the opportunity to succeed. It is, therefore, our mission to help all youth with behavioral challenges, regardless of race, ethnicity, gender identity, sexual orientation, religion, or class. To reach all kids, our work needs to be available, accessible, and relevant to adults of all backgrounds.

### Diversity, Equity, & Inclusion Blueprint

<table>
<thead>
<tr>
<th>LEARN</th>
<th>EXPAND</th>
<th>MODEL</th>
<th>TEACH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continually educate ourselves on issues related to equity, social justice, &amp; implicit bias.</td>
<td>Expand access to our trainings &amp; certification program.</td>
<td>Apply DE&amp;I best practices in our teaching of the CPS approach.</td>
<td>Incorporate relevant DE&amp;I topics into our trainings.</td>
</tr>
<tr>
<td>Solicit and listen to feedback from stakeholders.</td>
<td>Expand the diversity of our staff and Advisory Council.</td>
<td>Integrate DE&amp;I into our organizational culture.</td>
<td>Teach CPS Certified Trainers how to lead trainings using DE&amp;I best practices.</td>
</tr>
</tbody>
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[www.thinkkids.org](http://www.thinkkids.org)
GOAL #1: TEACHING & DELIVERY
CPS Certified Trainers will be equipped to train and teach CPS using culturally responsive practices.

GOAL #2: CONTENT & MATERIALS
Our training materials will be more accessible and inclusive for a wider range of audiences.

GOAL #3: MARKETING & MEDIA
Our promotional materials and public image will reflect our commitment to equity, diversity, & inclusion.

GOAL #4: MEETING INDIVIDUAL NEEDS
We will identify and incorporate specific cultural factors into trainings to meet the needs of our Partner and Associate agencies.

GOAL #5: COMMUNITY NETWORK
We will have a more diverse extended community network.

GOAL #6: ORGANIZATIONAL CULTURE
The Think:Kids culture will reflect equity, inclusion, and culturally responsive best practices.

GOAL #7: STAFF & ADVISORY COUNCIL
Think:Kids staff and advisory council will be diverse.