

Think:Kids

DIVERSITY, EQUITY, & INCLUSION

Why we are doing this work

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

LEARN

Continually educate ourselves on issues related to equity, social justice, & implicit bias.

Solicit and listen to feedback from stakeholders.

EXPAND

Expand access to our trainings & certification program.

Expand the diversity of our staff and Advisory Council.

MODEL

Apply DE&I best practices in our teaching of the CPS approach.

Integrate DE&I into our organizational culture.

TEACH

Incorporate relevant DE&I topics into our trainings.

Teach CPS Certified Trainers how to lead trainings using DE&I best practices.

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Measurable Goals

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.