



Trent Hill Center Equity Statement

At Trent Hill Center for Children and Families, we believe in the inherent dignity and worth of all clients and staff, regardless of family history, racial/ethnic background, socioeconomic status, country of origin, immigration status, religious affiliation, gender or gender identity, sexual orientation, medical or mental health status. We strive to create a diverse, inclusive, and equitable working environment where clients, staff, Board members, volunteers, and community partners feel valued, encouraged, and welcomed.

Trent Hill Center works every day to achieve our equity statement by doing the following:

- Requiring diversity, equity, and inclusion training for all board members and staff
- Recruiting and hiring diverse staff members who reflect our service demographic
- Recruiting diverse members to our Board who reflect our service demographic
- Accepting youth and young adults of all backgrounds into our programs and treating them with dignity and respect
- Conducting anonymous quarterly satisfaction surveys with program participants and staff to ensure we are holding true to our values of making sure they feel valued, encouraged, and welcome.
- Providing staff with multiple avenues in which they can report discrimination via the Discrimination Policy and Procedures. The quarterly satisfaction survey also specifically asks if staff have experienced or witnessed any form of discrimination at Trent Hill Center.
- Awarding a staff spotlight award at the bi-weekly staff meetings. Staff have the opportunity to nominate each other, and the winner is recognized at the bi-weekly staff meetings. Any staff member who is nominated, but not selected for the spotlight award, receives a copy of their nomination.
- Keeping an open-door policy with our Associate Director, Executive Director, and HR Coordinator so both staff and program participants can feel comfortable discussing their concerns and know they will be addressed
- Utilizing a Board Compliance officer as a resource for employees if they do not feel comfortable approaching the Associate Director or Executive Director per our nepotism policy