

CASGED: Diversity, Equity, and Inclusion Policy

The Community Alliance of Spring Garden-East Deutschtown (“CASGED”) aims to be a diverse, equitable, and inclusive organization where all staff, volunteers and community members are valued and respected. As an organization, we do not tolerate discrimination against or disrespect of individuals based upon their gender, race, ethnicity, national origin, age, sexual orientation or identity, income, education or disability.

We want all voices to be heard and all contributions to be respected. We acknowledge and value individuals’ diverse life experiences.

To further the above-referenced aims, CASGED strives to do the following:

- See diversity, equity, and inclusion as connected to our mission and critical to promote the interests of the community we serve;
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services;
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness;
- Apply board-level thinking to how systemic societal inequities impact CASGED’s work, and consider how best to address those;
- Challenge assumptions about what it takes to be a strong leader at CASGED, and who is well-positioned to provide leadership;
- Practice and encourage transparent communication;
- Commit time and resources to expand more diverse leadership within our board, staff and committees, and
- Conduct our activities with respect and tolerance.

CASGED uses the following action items to help promote diversity and inclusion within our organization:

- Ensuring that we have formal, transparent policies;
- Including a salary or salary range with all public job descriptions;
- Being intentional and conscious of bias during hiring;
- Considering underrepresented constituents when planning CASGED’s activities, events and offerings;
- Maintaining contact with similarly situated community organizations to understand the methods they use to promote diversity, inclusion and equality of opportunity;
- Improving our community outreach to try to ensure that the membership of the organization reflects the diversity of our community, and
- Challenging systems and policies that tend to foster inequity, oppression or disparity.