

## **Alano Club of Kent County Diversity, Equity, and Inclusion Statement**

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At the Alano Club of Kent County, we are committed to fostering a culture of Welcoming and Belonging. We firmly believe that every individual, regardless of who they are, deserves access to compassionate care and support on their journey to recovery. Our vision is to rebuild lives, heal families, and strengthen communities, with the goal of ending the generational cycle of addiction and its devastating impact on society.

**Diversity:** We celebrate the richness and uniqueness of each person's lived experiences, recognizing that diversity encompasses various aspects such as race, ethnicity, gender, age, sexual orientation, socioeconomic status, religion, disability, and cultural backgrounds. We embrace diversity among our board members, staff, volunteers, vendors, and partners, as a strength that enhances our ability to provide a welcoming, safe atmosphere, and effective and personalized support to every individual who enters our doors.

**Equity:** We are dedicated to promoting equity by actively addressing systemic barriers that may hinder individuals' access to quality recovery support. We strive to ensure that all individuals have equal opportunities to receive the support they need, without discrimination. We are committed to continuously working towards eliminating barriers to recovery.

**Inclusion:** We cultivate an inclusive environment where every individual feels valued, respected, and empowered. We create spaces that encourage open dialogue, active listening, and the sharing of diverse perspectives. By fostering a sense of belonging and encouraging feedback, we aim to embrace the unique recovery journey of each individual.

### **Strategies for Action**

We recognize that achieving diversity, equity, and inclusion requires ongoing action, education, and self-reflection. We are committed to continuously learning, evolving, and challenging ourselves to address unconscious biases and promote inclusive practices at the Alano Club. Together, we will work towards healing, growth, and the transformation of lives affected by addiction.

- 1. The Board of Directors seeks to engage diverse community representatives for open board positions, for committee positions, and in advisory roles, to bring a variety of perspectives, backgrounds, and lived experiences into decision making. The Board holds itself and the Executive Director accountable for hiring professional staff that reflect the diversity of the community.**
- 2. The Alano Club will respect the observation of religious holidays and make reasonable accommodations for staff of all faith traditions to observe religious practices.**

3. The Alano Club will seek partners and vendors that represent and promote a diverse workplace.
4. The Alano Club will continue to provide recovery meetings tailored to diverse audiences (Atheists, Agnostics and Freethinkers, Humanists, Buddhist Recovery, Lotus of Hope, Young People of AA, LGBTQIA+ Recovery, Women's Only, Men's Stag, Native Wisdom, etc.). The Alano Club will continue to equitably accept proposals for and promote new meeting groups tailored to marginalized communities.
5. The Alano Club will follow the recovery tradition of remaining neutral on all issues related to politics, religion, or current outside issues that could create division or distraction from our primary purpose of supporting the recovery community.
6. The Alano Club will provide sponsored event tickets, memberships, and value menu pricing within its Café to combat economic challenges as a barrier to participation.
7. The Alano Club will actively promote awareness of this policy through prominent placement on its website and onsite bulletin boards.
8. The Alano Club will actively promote its services to diverse organizations and neighborhoods throughout Kent County.