



Diversity and Inclusion at



Commitment to Diversity and Inclusion

As a nationally recognized leader in kinship care services, A Second Chance, Inc. has a strong value and commitment to diversity and inclusion. In the service of children, we embrace and respect the cultures of the families, staff and communities we serve. We have recognized this since our inception.



Committed to the kinship triad (the child, caregiver and birth family), by looking both inward and outward, a framework of diversity is how we open and defend the doors to inclusion. It is how we embrace the purpose of kinship care.

Building a Culture of Diversity

We embrace the many perspectives of our staff and clients, as they are essential to the flourishing of diverse thoughts, ideas, skills, knowledge, innovations, and beliefs. That is why A Second Chance, Inc. has cultivated a culture and climate that supports the recruiting, hiring, and promotion of minorities, women, people living with disabilities, older Americans, and the LGBTQ community.

Driven by our core values of conviction dignity, respect and honesty, our commitment to diversity and inclusion facilitates an appreciation of the possibilities that others bring to the organization. These ideas and innovations are not only heard, but where appropriate, are incorporated in the organization's programs and operations.

Embracing an Inclusive Culture

A welcoming environment greets every child, guest, staff member, family member, and members of our extended family. Through these partnerships, we are able to further define our scope, grow in strength, and provoke the new ideas that forge our work for social justice in child welfare and other systems where vulnerable children are.

We know that diversity does not guarantee inclusion, thus, we believe that inclusion must be created. An environment of inclusiveness is how we outwardly exhibit our commitment to diversity. Inclusion provides assurance that we are creating opportunities for policies against discriminating based on race, sex, gender, gender identity, national origin, color, disability, age, sexual orientation, veteran status, marital status, religion, or any other status protected by law.

Proudly, our passion for diversity and inclusion, reaches beyond our daily work and into the programming, partnerships and commitments that affect the communities of our staff and families so that we continuously challenge misconceptions, cultivate solutions and create inspiration for a just world. ■

