



FAMILY FORWARD

safer, healthier relationships
for children and families

*Diversity,
Equity,
Inclusion and
Belonging*

Diversity

Being composed of people with differing characteristics, backgrounds, identities, and lived experiences.

Equity

Allocating resources and opportunities based on need, not equality or sameness, in order to rectify imbalance, prejudice, and injustice.

Inclusion

The practice of creating equitable policies, procedures, and practices that ensure an environment where all people feel valued, welcomed, and part of a larger whole.

Belonging

The feeling of being accepted, supported, and included as a valued member of a group, when one feels safe and welcome to be themselves.





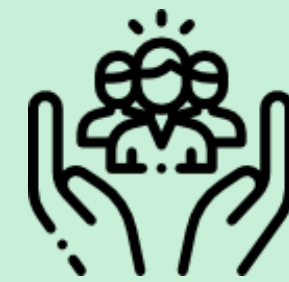
*Family Forward is
Whole Hearted*



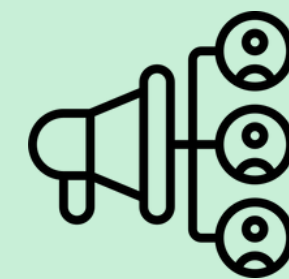
DEIB initiatives are important for children and families.



Improve client care



Better treatment outcomes for children & families



Broaden outreach



Effectively deliver on organizational mission goals

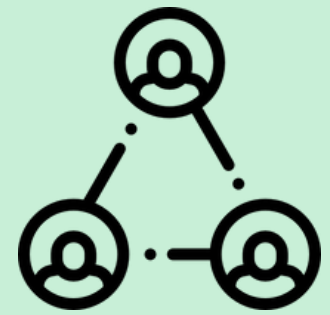
DEIB initiatives are important for employees.



Increase job satisfaction and employee engagement



Higher levels of trust and psychological safety



Stronger connections improve interpersonal relationships



Reduce stress, burnout, and negative workplace experiences



Happier employees



Family Forward is
Out Front





DEIB initiatives lead to out front performance.



Improve reputation and support from the community



Innovate at a faster rate



Outperform other agencies in the industry



Improve ability to capture new markets



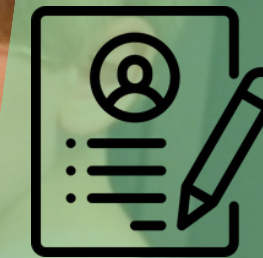
Improve financial performance, more likely to exceed financial target goals

A person in a dark suit is seated at a desk, holding a pen over a resume. The resume is on a clipboard and has sections for 'RESUME', 'JOB EXPERIENCES', 'EDUCATION', and 'PERSONAL INFORMATION'. A laptop is open on the desk to the right. The background is a blurred office setting with a window. A large green diagonal overlay covers the left side of the image, containing the text.

*Family Forward is
Rock Solid*



DEIB initiatives lead to rock solid talent acquisition and retention.



Attract job seekers, especially younger generations



Improve employee retention



Encourage employees to use diverse skillsets and advance in their careers



Friendliness cues attract all candidates

Trauma-Informed Care and DEIB



Improve psychological safety



Encourage mindfulness and improve self-regulation



Boost relational health



Increase cultural diversity and inclusion



Reduce re-traumatization and compassion fatigue

