

Affirming Diversity Statement

The Bridge for Youth (BFY) is committed to creating and maintaining a safe and affirming environment for our clients and staff. We believe people are our greatest asset and critical to our success.

BFY defines diversity broadly to include all of the characteristics that make each individual unique. This includes but is not limited to age, gender, race, class, ethnicity, culture, religion, sexual orientation, gender identity, physical ability, marital status, economic background and life experience. We appreciate differences and are respectful and curious about “otherness”.

Every person has a unique set of internalized assumptions and biases. We are committed at BFY to challenging these assumptions and biases that can negatively impact the lives of our clients and staff, and the community in which we live.

To promote a diverse and inclusive workplace, BFY is committed to:

- Acknowledging that youth are sidelined and disregarded in our society. We will respect the voices of youth by focusing primarily on collaboration between youth and adults;
- Encouraging frank, respectful and constructive conversations about race, racism, homophobia and all forms of oppression;
- All employees playing an active role in living out the Mission, Vision and core values of the agency;
- Devoting substantial effort in recruiting, hiring and training a diverse workplace; and
- Fostering and promoting a welcoming environment for everyone

The Bridge for Youth staff, board members, volunteers and interns are required to be familiar with BFY’s statement of diversity. We will work fearlessly to build an organizational culture which is inclusive and accepting of all people, and to dismantling oppression in all its forms.