

The Inclusivity Council statement

The Inclusivity Council (IC) members are ambassadors within the Health Federation of Philadelphia (HFP) who advise and recommend programs and trainings on Justice, Diversity, Equity and Inclusion (JDEI) to the Chair of the IC (the Senior Director of Diversity, Equity and Inclusion). The Chair will coordinate with senior leadership of HFP and assess such programs that surround issues that arise involving employees and clients as well as the surrounding community.

An Inclusive Environment:

We strive to create a community free from bias, a community that enhances each person's ability to learn and work in an environment where diversity is both embraced and valued. At HFP diversity includes individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, and religion).

Inclusion is the active, intentional, and ongoing engagement with diversity.

To that end, HFP has created an Inclusivity Council to ensure a community:

Where all feel valued and appreciated.

Where there is evidence of cultural dialogue between people from diverse backgrounds.

Where there is increasing acknowledgment and acceptance of difference.

Where diverse constituencies contribute in decision-making.

Where barriers to inclusion—whether policy, practice or systemic—are identified and addressed.

Where we create safe and brave spaces for all members of our community to speak from and engage the community from their own unique disposition/worldview.

In our inclusive environment, we value and respect the opinions of all members of our community.

In our inclusive environment, we move beyond traditional definitions of diversity that center on race, religion, class, gender, and sexuality.

It is imperative to note that expressions or actions that disparage an individual's or group's ethnicity, gender, gender identity, religion, sexual orientation, marital status, age, disability, or any other aspect of difference are contrary to the fundamental mission and values of our organization.

Current members include: Grey Anistead, Carly Bass, Nikeisha Bridges, Cliff Brown, Cherell Drinks, Sara' Fleming-Donley, Charlene Heeney, Danny Leclere, Emma Moulder, Tania Warner, and Jose' Rodriguez