



Oklahoma Child Care
RESOURCE & REFERRAL ASSOCIATION, INC.

Commitment to Diversity

Adopted Dec. 15, 2004

WHAT IS DIVERSITY?

The definition of diversity encompasses individual differences along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, work styles, learning styles and other ideologies. CCR&R agencies should broaden their definition of diversity to include policies and procedures to inform their interactions with not only employees, but all those with whom we come in contact. Therefore, this definition should also include individual differences and preferences when identifying and choosing quality child care.

DIVERSITY IN ACTION

In theory and in practice, CCR&R agencies should value and respect the diversity of its employees, volunteers and customers. Therefore, every effort should be made to respect the worth and uniqueness of each individual, and to create an environment in which we learn from each other by recognizing our different backgrounds, perspectives and contributions.

For Employees:

CCR&R agencies should establish themselves as an equal opportunity, affirmative action employer. This includes equal opportunity to hiring and promotion opportunities, the right to non-discrimination, and the right to non-harassment based on race, religion, national origin, handicap, age, or sexual orientation.

For Customers and Volunteers:

All customers shall have the same opportunities to apply for or access available services. This includes the right to non-discrimination, and the right to non-harassment based on race, religion, national origin, handicap, age, or sexual orientation. Further, every effort will be made to provide high quality, culturally sensitive services to all customers.

Sample only- The Quality Assurance Training & Support Team highly recommends CCR&R agencies seek legal counsel prior to adopting diversity statements for their own use.