



# Diversity and Inclusion Value Statement

We believe every child has value. Inherent to this core belief is our commitment to diversity, equity and inclusion\* in who we are and what we do.

Keystone Kidspace is a vibrant community that respects the unique characteristics and points of view of all visitors, volunteers and staff. Every family that walks through our doors will be valued as a member of our community.

- We want our visitors, volunteers and employees to reflect the fabric of our community;
- We are committed to doing everything we can to eliminate barriers to participation based on economic limitations and physical abilities. We will ALWAYS welcome visitors and volunteers regardless of race, identity, religion or geography;
- We work with members of the York community to develop programs that reflect the diverse interests of our visitors. This approach allows kids to foster their passions and showcase their talents while exposing visitors to new experiences;
- We celebrate the successes, respect the challenges and encourage the growth of all visitors as a way to develop cultural awareness and empathy among our community;
- We consider diversity as a factor in all hiring and recruiting activities to ensure our staff and volunteers possess the skills we need while reflecting the make-up of our community.

We seek to honor the passions of our visitors, understand differences among our community members and build bridges that connect our community. It is our differences that make us stronger.

## \*Definitions in Action at Keystone Kidspace:

**Diversity:** Acknowledging the presence of differences within our community.

*Keystone Kidspace visitors, employees, volunteers and board members represent the broad diversity that makes up our community.*

**Equity:** Working to ensure people with marginalized identities have the opportunity to grow and contribute.

*Unique kids grow into unique adults. We will work to ensure that all children— regardless of geography, race, socioeconomic status, identity or physical ability — have the opportunity to pursue their passions and to develop individual points of view.*

**Inclusion:** Being welcoming and valuing others.

*There is room in our playground for everyone—come on in!*