

Janus Diversity Committee Vision Statement

Janus Youth programs is invested in advancing equitable services for all children, youth and families and for all staff. We recognize both advocacy and education about equity is important for the success of marginalized communities. Collaborations with the communities we work with informs our lens.

- Demonstrating Respect in our daily interactions by using appropriate language that affirms the individual uniqueness, worth, and capability of each child, family, staff and volunteer and by creation of welcoming/supportive environments for youth and staff
- Honoring the Dignity of each individual by meeting people where they are at
- Building a Culture of Accountability which encourages and supports both personal and professional responsibility of staff to constantly increase their personal awareness of issues of oppression. We strive to create a safe, nurturing environment which promotes trust, honesty, direct communication, and personal/professional growth. Both staff and youth are encouraged to “speak out” and “speak up” when someone’s identity is overlooked or devalued in any way
- Providing services and support that are individualized to the unique needs of each youth and staff
- Providing learning experiences for youth through both in-house and community experiences that highlight and celebrate all differences (race, culture, gender identity, class)
- We actively seek out input from youth and staff about areas of success and areas we need to focus on for continued growth and improvement
- Providing ongoing training for staff in the areas of race, culture, gender identity