



Commitment to Diversity, Equity, Inclusion and Belonging

Service Alternatives values the diversity of our employees and clients and is committed to creating psychologically informed environments that are equitable, inclusive, and foster a sense of belonging for all.

As a learning organization, we embrace humility as we explore diversity and equity topics. We recognize that meaningful growth occurs when intention is paired with actions focused on measurable results. Our direction will evolve, ultimately being informed by what we learn, what we experience, and what we achieve.

Diversity

Diversity is the representation of many different types of people and refers to the ways in which we differ from one another. Some of these differences may be visible (ie: race, ethnicity, gender, age, disability/ability), and others are less visible (ie: culture, religious beliefs, sexual orientation, socio-economic background). As a result of these differences, we each have identity-based, experiential, and thought diversity. These are things that make an organization and communities stronger and healthier when there is also a focus on equity and inclusion – two things that lead to a sense of belonging.

Equity

Equity is the act of ensuring that all individuals receive the supports that they need to fully participate in the workplace and in society. Recognizing that some groups may face more barriers to inclusion and belonging than others is an important part of fostering equitable environments that create feelings of inclusion and belonging. Service Alternatives strives to consistently identify and remove these barriers for employees and for clients wherever possible.

Inclusion

Inclusion means creating an environment where people feel valued, respected, and supported for their distinct skills, experiences, and perspectives. A commitment to inclusion leads to each employee working, learning, and growing in the workplace and each client living and working in a supportive and respectful environment designed around their needs and desires.

Belonging

Belonging, whether in the workplace or in our communities, is when individuals feel that their uniqueness – their diversity – is accepted and valued by others. Belonging includes a sense of community and is a result of meaningful connections.

Service Alternatives' ongoing commitment to diversity, equity, inclusion, and belonging will lead to being both a healthy workplace for employees and thriving environment for our clients that empowers, and is powered by, each person's unique contributions.