



CULTURAL COMPETENCY DECLARATION

We Declare:

- California Partnership to End Domestic Violence (CPEDV) acts as a leader and catalyst for innovative, long-range plans to end domestic violence and thus seeks to dispel community stereotypes about family violence in order to help bring about an end to domestic violence;
- CPEDV has as its vision to be a progressive employer, committed to a diverse, socially conscious staff, board and group of volunteers;
- CPEDV, in its service to domestic violence organizations, is committed to the delivery of compassionate, culturally competent, respectful and high quality service to all its members;
- CPEDV, for the purposes of this policy, defines culture as a systems of meaning, beliefs, values, behaviors, norms, artifacts, and ways of organizing societies that are learned and passed on through generations. Culture can be multi-faceted and ever changing, evolving in relation to dynamic social and political contexts. This definition encompasses shared and common characteristics or experiences referenced by individuals as self-identification tools and models;
- CPEDV is committed to effectively serving its member based coalition which represents diverse communities that includes people of all ages, races, ethnicities, classes, religions, sexual orientations and abilities;
- CPEDV recognizes that our organization exists in a society that promotes a multitude of biases which includes biases based on gender, race, ethnicity, socio-economic class, religion, sexual orientation, age, abilities and other factors;
- CPEDV recognizes that any organizational culture will tend to reflect the biases of the society in which it exists/or operates, in terms of hiring practices, management style, and service delivery;

THEREFORE, CPEDV recognizes that in order to reach its goal of ending domestic violence, the board, staff and volunteers must consciously counteract the tendency to reflect the biases of the society in which it exists/or operates.

CPEDV further recognizes that it must take an active role to create an organization that reflects diverse attitudes, behaviors and practices in order to create a working environment where individuals and society can actively manifest positive change.

CPEDV therefore commits to develop organizational and individual multi-cultural diversity competencies needed in order to:

- Provide outstanding high quality services to our members and the community we serve;
- Oppose all forms of oppression;
- Treat all people with respect;
- Celebrate and respect the staff diversity within our organization; and
- Create a work environment where individuals promote change in a way that contributes to and affects social responsibility.