

UPHS DEI Taskforce

Guiding Principles

I. Bias and Privilege

We accept that bias in various forms exists, which results in certain persons experiencing privilege, while others are marginalized and experience discrimination.

UPHS will pursue social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people. Social change efforts will be focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. UPHS will promote sensitivity to and knowledge about oppression, cultural and ethnic diversity, as well as ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people using an equity lens.

II. Client-focused

We recognize that our organizations were created to assist citizens overcome barriers to achieving greatness according to what they need, want and desire for their lives, and that the pain, frustration and anger that comes from being marginalized can impact their success.

UPHS Members will commit to treating everyone with equal care, while observing the unique challenges that might arise from various forms of oppression. UPHS Members should not practice, condone, facilitate, or collaborate with any form of discrimination on the basis of race, ethnicity, national origin, color, sex, sexual orientation, gender identity or expression, age, marital status, political belief, religion, immigration status, or mental or physical ability.

III. Transparency

We understand that past and present transgressions against BIPOCs (Black, Indigenous and People of Color)—including, but not limited to, lack of honesty, integrity and openness—has led to their continued mistrust and skepticism of organizations' commitment to DEI in totality.

UPHS Members will communicate openly about their work in diversity, equity and inclusion, providing regular and consistent updates regarding specific actions and our progress toward creating an inclusive network of social service providers. UPHS Members will act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated and as a member of UPHS.

IV. Accountability

We admit that many entities say they are committed to diversity, equity and inclusion; however, they may not hold themselves responsible for making sure it becomes a part of the way they do business and provide services.

UPHS Members will not only commit to diversity, equity and inclusion in our business operations, client relations and service delivery, but we also will hold ourselves and each other accountable for our triumphs and failures.

V. Empathy

We know that everyone deserves to be heard—whether they are speaking for themselves or others—and have their points of view respected for the information they provide as validation for the way they feel.

UPHS Members will actively listen to the stories of all persons, including leaders, staff, community members, clients and other stakeholders, specifically those who have been marginalized, with empathy and confirmation. We will use these stories to help shape our implementation of DEI in our organizations.