

# DIVERSITY & INCLUSION

## ARE CORE VALUES FOR LEGAL AID OF WEST VIRGINIA



### SERVING CLIENTS

First and foremost, we strive to serve all clients with dignity and respect and make resources available to all eligible clients. People who seek Legal Aid of West Virginia's services fully reflect our society, with diverse attributes of age, race, gender, ethnicity, religion, sexual orientation, gender expression, sexual identity, disability, language, family circumstances, and cultural backgrounds. We want to serve the needs and wishes of every client to help achieve the goals each client seeks, as effectively as we can.

### EMPLOYING AND SUPPORTING STAFF

Legal Aid of West Virginia is committed to recruiting, hiring, training, promoting, and retaining diverse staff to serve our clients and fulfill our mission. We will actively seek to cultivate a diverse and inclusive staff, in an environment that values and respects the contributions of everyone. We want all staff to feel safe and empowered in our workplace. We strongly believe that staff of differing views, experiences, and backgrounds improves our decision making, for our clients and for our organization.

### OUR COMMITMENT

Legal Aid of West Virginia commits to:

- Foster an environment that enables all staff and all clients to feel empowered, valued, respected, and safe in our work.
- Advance the cause of racial justice in our client representation and advocacy work.
- Develop policies and practices to recruit, support, promote, and retain staff with a wide range of experiences, backgrounds, and attributes.
- Promote ideas and events to further the spirit of diversity and inclusion and to engage all staff in conversations and trainings to strengthen diversity and inclusion.