

Division of Vocational Rehabilitation Anti-Racism Declaration

The Division of Vocational Rehabilitation (DVR) recognizes that we uphold and operate within a system that reinforces racism and inequities. We sustain and replicate patterns of exclusion and oppression for customers, staff, and the community that create disparities for undervalued populations. DVR recognizes our current vocational rehabilitation practices are through the lens of the medical model of disability, which reinforces power dynamics that undermine lived experience and leads to mistrust with customers and the community.

DVR recognizes that our work is most effective when trust, respect, inclusion and belonging are the foundation of our interactions with customers, staff, and the community. We are committed to undoing the systems that perpetuate the current state of our work and interactions.

DVR is committed to Equity, Diversity, Access, and Inclusion in all its forms. This includes commitment and dedication to Truth, Social Justice, and Dismantling Racism. DVR recognizes we are stronger when we are a diverse organization serving diverse customers, centering lived experience and collaborating to produce results.

DVR commits to the following actions to dismantle racism in our policies and practices, and to advance social justice and equity for all.

As a division, we will:

- Challenge and question our long-held assumptions and beliefs.
- Name and call out racism and inequities in our system, as we see them occur and as others bring them to our attention.
- Practice and encourage continuous learning and growth as individuals and as an organization for the purpose of effectively addressing behaviors and structures that uphold inequities and injustice.
- Be open to feedback from others on mistakes made or harm caused; acknowledge those mistakes, correct them, and use them as opportunities for growth and improvement.
- Examine policies, practices, tools, and training to ensure they do not uphold inequities, racism, or discrimination of any kind.
- Support policies, practices, tools, and training to dismantle racism and produce equitable treatment and outcomes for all people inside our organization, customers, partners, and the community.
- Honor and respect customers as the experts of their own experiences.
- Commit to collaborating with disability-led organizations, businesses, and other partners to center and empower customers and create shared definitions and understanding of what our partnerships will look like.

- Commit to honesty, transparency, clear communication, and plain talk internally and externally.
- Support the priorities defined by the community; engage and listen to customers to determine potential barriers to participation.
- Make intentional efforts to remove barriers to participation, access to DVR services, and employment.
- Intentionally create opportunity and space for conversations, questions, and feedback from staff at all levels of DVR.
- Expect all current and potential leaders to model equitable and inclusive leadership and be committed to anti-racist, equitable, and inclusive principles and practices.
- Ask ourselves the following questions before making decisions for the division:
 - What assumptions might we be making?
 - What power dynamics are at play?
 - How can we gain a more nuanced understanding of the issue at hand?
 - Whose perspectives are missing?
 - Who benefits and who is most burdened from this decision?
 - Who profits from this decision (financially, systemically, etc.)?

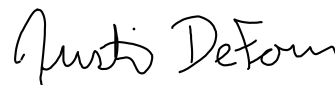
In an effort to ensure that every employee reads, understands, and agrees to the actions aligning with this declaration, we will:

- Provide orientation to this declaration during New Employee Orientation and during our onboarding process.
- Communicate this declaration to all employees, contractors, and post the declaration publicly.
- Hold all staff accountable to DVR’s values of Equity, Diversity, Access, and Inclusion.
- Require adherence to this declaration, addressing behaviors that do not represent our commitment, and protecting those who call out behavior that do not align with this declaration.

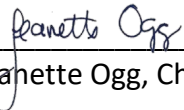
I have read the aforementioned commitments and agree to carry out the necessary work to become an anti-racist organization.



Terry Redmon, Director



Justin DeFour, Deputy Director



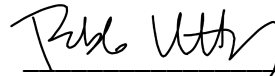
Jeanette Ogg, Chief of Operations



Don Alveshere, Senior Manager



Allesandria Goard, Chief of Field Services



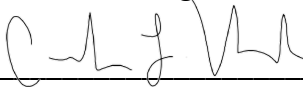
Pablo Villarreal, Region 1 Administrator



Ann Martin, Region 2 Administrator



Shawn Walsworth, Region 3 Administrator



Cassi Villegas, EDI Administrator



Rayanne Miller, Confidential Secretary